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ABSTRACT

This 12th report's opening chapters highlight important recent developments in employment and unemployment and in legislation authorizing manpower and related programs. The significant, mixed pattern set by some 1973 indicators (reflecting accelerated inflation and a small decline in real weekly earnings) and employment trends in major industries, occupations, and population groups (including blacks and Vietnam veterans) are surveyed in Chapter 1. Chapter 2, "Manpower Programs: Moving Toward Decentralization," discusses features of the new law, plans for coping with the manpower aspects of the energy shortage, and developments in unemployment insurance. "The New Geography of Employment: Migration and the American Worker," Chapter 3, reviews recent patterns of labor force and population mobility. New evidence on past work experiences and opportunities for occupational advancement of different groups of workers are examined in Chapter 4. In conclusion, Chapter 5, "WIN II: A Progress Report," recounts the 1973 story of the Work Incentive Program. Reports on public employment, education and training under MDTA, the text of the Comprehensive Employment and Training Act of 1973, and tables showing Department of Labor statistics on the labor force are appended. (NH)

MANPOWER REPORT OF THE PRESIDENT

INCLUDING REPORTS BY THE
U.S. DEPARTMENT OF LABOR
AND THE U.S. DEPARTMENT
OF HEALTH, EDUCATION,
AND WELFARE

TRANSMITTED TO THE CONGRESS
APRIL 1974

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As in previous years, the Bureau of Labor Statistics prepared the chapter on The Employment and Unemployment Record and provided much of the statistical material used elsewhere in the report. Many of the Department of Labor's other bureaus and offices made substantial contributions, particularly the Office of the Assistant Secretary for Policy, Evaluation, and Research, the Women's Bureau, and the Solicitor's Office. The Bureau of the Census was the source of most of the data for the chapter on the New Geography of Employment: Migration and the American Worker, and the Veterans Administration made helpful suggestions for the chapter on Manpower Programs: Moving Toward Decentralization.

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CONTENTS

Page

TRANSMITTAL LETTER OF THE PRESIDENT xi

INTRODUCTION 3

REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING 7

1. THE EMPLOYMENT AND UNEMPLOYMENT RECORD 13

The economic framework, wages, and productivity 15
- Major economic developments 15
- Wages and earnings 15
- Productivity and costs 16

Developments in employment and unemployment 17
- Employment 17
- Unemployment 21

The employment situation of black workers 25
- Relative impact of unemployment 26
- Family structure and employment 26

Vietnam-era veterans 27
- Regional developments 28
- Occupation and industry of employed veterans 28

Labor force developments and persons outside the labor force 28
- Recent labor force trends 28
- Persons outside the labor force 30
- Longer range labor force trends 31

2. MANPOWER PROGRAMS: MOVING TOWARD DECENTRALIZATION 37

Policy and legislative developments 38
- Toward a decentralized manpower system 38
- Manpower aspects of the energy shortage 44
- Developments in unemployment insurance 45

Policy and legislative developments—Continued Page
Manpower aspects of occupational safety and health programs 47
Protecting older workers 47

Programs in review: 1973 49
The program record 49
National programs for special groups 54
New perspectives for ES 59

The information base for manpower programs 62
Management information in a decentralized system 63
Labor market information 63

Outlook for manpower policy and programs 65

3. THE NEW GEOGRAPHY OF EMPLOYMENT: MIGRATION AND THE AMERICAN WORKER 69

Interregional population shifts 70
The South 70
The West 74
The Northeast 74
The Midwest 75
Summary 76

Rural areas and migration 77

Migration and metropolitan growth 77
Occupations of inmigrants 78
Is metropolitan growth slowing? 80
Movement from cities to suburbs 80

Factors influencing migration decisions 82
Age 82
Sex 82
Labor market information and choice of destination 83
Education 84
Family status 85

Characteristics of black migration from the South 90
Education 90
Income levels 92
Labor force participation 92
Welfare enrollment 94
School progress of migrant children 95

Conclusions 97

4. CHANGING PATTERNS OF OCCUPATIONAL OPPORTUNITY 103

Labor force and occupational projections 104
"Squeeze" or shortage? 104
Occupational and industrial outlook 108

Page

Labor market factors 113
  The external labor market 113
  Internal labor markets 114
  Job shifting 116

Education, experience, tenure, and earnings 117
  For men workers 117
  For women workers 119
  Job tenure 120

Occupational progress and the individual worker 122
  Results for men workers 122
  Women workers 123
  Black workers 123

Worker attitudes toward promotion 124
  Past promotion experience 124
  Promotion expectations 125
  Promotion desires 125
  Promotion and job satisfaction 126

Planning for the advantaged and the disadvantaged 127

5. WIN II: A PROGRESS REPORT 131

Program developments 132
  First-year achievements 132
  Characteristics of participants 132
  Program strategies 133
  Supportive services 135

Research developments 136
  Work orientation of welfare recipients 136
  Welfare dependency and family stability 137
  Work experience of WIN participants 139
  Effectiveness of manpower services 141
  HEW research on WIN II 142

Policy issues and future directions 143

REPORT ON THE PUBLIC EMPLOYMENT PROGRAM 145

REPORT ON EDUCATION AND TRAINING UNDER MDTA 159

APPENDIXES 189

A. Statement by the President on the CETA of 1973 191
B. Comprehensive Employment and Training Act of 1973 193

STATISTICAL APPENDIX 243

TRANSMITTAL LETTER OF THE PRESIDENT

TO THE CONGRESS OF THE UNITED STATES:

As required by section 107 of the Manpower Development and Training Act of 1962, as amended, and by section 605 of the Comprehensive Employment and Training Act of 1973, I am sending to Congress the 12th annual *Manpower Report of the President*.

When I signed the CETA into law on December 28, 1973, I expressed considerable gratification with the new legislation, noting that it represented "a significant shift in intergovernmental responsibilities." The *Manpower Report* I am sending you today provides important new information concerning the step-by-step implementation of this long-needed transfer of manpower program planning and design responsibilities to units of government which are best equipped to measure and meet local needs. From now on, State and local governments will be able to decide for themselves what kind of manpower services they require, for how long and in what quantity—and I am convinced that they will be able to provide such services more efficiently and more promptly than was possible under the preceding system of federally managed categorical programs.

Among other important topics discussed in this report are the energy shortage and the measures taken by the Department of Labor and other agencies of Government to minimize the temporary disruptions of the labor market caused by the energy crisis. The report reveals that, in spite of these disruptions, 1973 was a good year for labor. The number of those employed as of December numbered nearly 86 million. In the past 2 years alone, the labor force experienced a net increase of over 4.1 million Americans including significant numbers of women and younger workers. While the unemployment rate has moved upward temporarily after many months of steady decline, we should not overlook the sizable increases during the same timespan in the number of new jobs and newly employed Americans.

For the convenience of the Congress, this edition of the *Manpower Report* brings together in one volume an overview of numerous manpower activities carried out under separate legislative mandates.

RICHARD M. NIXON

THE WHITE HOUSE
April 1974.

INTRODUCTION

INTRODUCTION

The opening chapters of the 12th *Manpower Report of the President* highlight important recent developments in employment and unemployment as well as in the legislation authorizing manpower and related programs. Especially significant among the components of 1973's economic situation that are examined in the first chapter, *The Employment and Unemployment Record*, is the rather mixed pattern established by a number of indicators, particularly those reflecting accelerated inflation and a small decline in real weekly earnings. In spite of the inflationary push, however, 1973 was a good year for manpower: the average number of employed persons rose at a record pace and joblessness declined substantially during the first 10 months of the year before turning upward once again in November.

Early in 1974, there were some indications that the energy shortage, while reinforcing the inflationary trend, was also beginning to erode employment levels in a number of industries. For 1973 as a whole, nevertheless, civilian employment rose to a record 84.4 million, up by 3.3 percent over 1972's average and the largest such increase since 1955. Much of the rise in employment appeared to reflect the unusually high levels of consumer demand reached early in 1973 and sustained throughout most of the remainder of the year. (The same intensity of consumer demand, in combination with shortages of some key materials, contributed to an increase of about 9 percent in consumer prices between December 1972 and December 1973.)

The civilian labor force experienced extremely rapid growth, adding over 2 million persons for the second year in a row, rising to an average of 88.7 million for the year, and passing the 90-million mark in December. A substantial proportion of this increase reflected successful jobseeking by married women and younger workers in the course of the year.

The opening chapter also surveys 1973 employment trends in major industries, occupations, and population groups—including black workers and Vietnam-era veterans—and concludes with a review of significant long-range labor force trends affecting adult men, working wives, female family heads, and multiple-worker families.

A fundamental change in the way the Nation's manpower business is conducted was vastly accelerated late in 1973 with the passage of long-sought manpower reform legislation. The Comprehensive Employment and Training Act (CETA) makes nearly 500 cities, counties, and States eligible for direct grants of Federal manpower funds, effectively shifting the focus of activities away from Washington. Most categorical manpower programs will be eliminated in the course of the current year, to be replaced by locally devised mixes of manpower services suited to particular needs and circumstances.

The second chapter, *Manpower Programs: Moving Toward Decentralization*, describes the major features of the new law (which is also printed as an appendix to this report). A subsequent section of the chapter covers early plans by the Department of Labor for coping with the manpower aspects of the energy shortage, as well as recent developments in the unemployment insurance system that may also assist in meeting this new challenge to the well-being of the labor force. Two other national efforts important to proper functioning of the labor market are also discussed briefly: Implementation of the Occupational Safety and Health Act of 1970 and protection afforded older workers by activities under the Age Discrimination in Employment Act of 1967.

A review of federally supported manpower programs shows a mild reversal in fiscal 1973 and 1974 in the long-term uptrend in enrollments as well as a projected recovery in 1975, based on the President's request for a $4.8 billion manpower budget. (Of that total, a little more than $2 billion is for implementing the CETA). Among programs administered by the Department of Labor, several recorded higher postprogram employment and wage rates in 1973 than in 1972, reflecting, at least in part, overall developments in employment and wages.

While the bulk of CETA funds will be distributed to prime sponsors in accordance with provisions in titles I and II, up to 20 percent will be available to the Secretary of Labor to help meet the manpower needs of certain groups that can be well served through nationally administered programs. Thus, the Job Corps centers for seriously disadvantaged youth continue under national administration, as do programs for Indians and migrant and seasonal farmworkers. The chapter describes recent program activities designed for farmworkers, as well as concerted efforts on behalf of Vietnam-era veterans by a number of Federal agencies. In addition, the 2-year special manpower program which contributed to alleviating the unemployment problems of engineers, scientists, and technicians during fiscal 1972 and 1973 is reviewed.

How the public employment service (ES) is seeking to improve its image by upgrading its services to employers and workers alike is the subject of another section of the chapter. ES placements of nonfarmworkers have advanced in quantity and quality in the last 2 years, and further gains are anticipated as improvements in management procedures and the increasing use of modern computer techniques yield continuing dividends. Success in the endeavor should enable the ES to play a vital role in the reordered manpower system by improving worker-job matching and by extending the range of "self-help" services available to ES applicants.

The chapter concludes with a discussion of new directions in two information programs that are basic to the formulation of manpower policy and to program planning and operation. Decentralization poses a challenge to a management information system that must provide quick and reliable feedback on program performance to program managers and policymakers at Federal and local levels. The labor market information program must also adapt to the local focus of manpower activities in order to guide the worker-job matching process and serve the interests of workers, employers, and such varied groups as policymakers, educators, operators of employment services, unions, and others who serve as intermediaries in the labor market process.

The third chapter, *The New Geography of Employment: Migration and the American Worker*, reviews recent patterns of labor force and population mobility among the Nation's regions and metropolitan areas. Data derived from the 1970 census make it plain that internal migration continues to exert a strong influence on the economic well-being of specific regions by raising the skill level and lowering the median age of the labor force in areas of inmigration. During the 1960's, this trend became especially apparent in the South, which experienced significant inmigration (for the first time in this century) in the form of an influx of skilled white workers. The West continued to gain population through migration, just as the Midwest continued to experience net outmigration and the Northeast continued to attract blacks from the South.

Manpower implications of these trends, particularly the outward movement of southern blacks to metropolitan areas in other regions, are examined in some detail. The chapter uncovers substantial evidence that southern black migrants do not contribute disproportionately, in comparison to northern-born blacks, to unemployment, poverty, or welfare dependency in northern cities. On the contrary, there are many indications that it is the central-city environment itself which contributes heavily to these problems, particularly among city-born blacks.

The fourth chapter, *Changing Patterns of Occupational Opportunity*, examines new evidence concerning past work experiences and prospective opportunities for occupational advancement of different groups of workers in the labor force. Recent occupational projections, while subject to many qualifications, suggest that the Nation may be entering a period of increasing competition for higher wage jobs (a "promotion squeeze"), concurrent with possible difficulties in filling jobs at the bottom of the wage scale. Such a "squeeze" is likely to reflect the mounting levels of educational achievement in all sectors of the labor force and the rising expectations of women and minority group workers. Recent opportunities for job advancement have been found to vary considerably both with individual qualifications, such as education and experience, and with access to those industries or firms that offer systematic training and promotional opportunities. Advancement opportunities are still significantly poorer for many minority workers, women, and workers past the prime working ages and are reflected in higher rates of job dissatisfaction related to promotional policies among these groups.

The fifth chapter, *WIN II: A Progress Report*, recounts the 1973 story of the Work Incentive Program, which is designed to accelerate movement off welfare rolls and improve the lot of program participants. During fiscal 1973, implementation of 1971 amendments to the authorizing Social Security Act (title IV) resulted in a significantly revised (WIN II) program, stressing job placement over job preparation. It was also a year of heightened registration and screening activity and of innovations in administrative arrangements in response to provisions in the amendments. The latter call for mandatory registration of all but specifically exempted individuals on the rolls of the Aid to Families with Dependent Children (AFDC) Program and for better coordination between the two administering agencies, the Departments of Labor and of Health, Education, and Welfare.

A research effort to illumine the nature and causes of welfare dependency, as well as to evaluate manpower approaches to diminishing the welfare caseload, was authorized by the initial WIN legislation in 1967. The chapter summarizes the findings of several dozen studies conducted under this authority as well as those of a number of related research efforts. Among the highlights is the conclusion reached by numerous researchers that the poor generally have a high regard for the work ethic and that the work attitudes and aspirations of the working and nonworking poor are virtually indistinguishable. Mixed findings about the work experience of participants and former participants in WIN I (WIN II outcomes are under study) raise serious questions about the efficacy of manpower programs aimed at this multiproblem group. However, some good results were obtained in the earlier program, and some participants had moved off AFDC rolls by the end of the first year of WIN II.

The Public Employment Program is phasing out in fiscal 1974 after providing transitional public service jobs for some hundreds of thousands of unemployed and underemployed persons beginning in September 1971. The next chapter, *The Public Employment Program in 1973*—which is submitted as the annual report to Congress on PEP as required by section 13 of the Emergency Employment Act of 1971—relates that, at a cost of about $2.25 billion, some inroads were made on unemployment (especially in the more heavily funded areas where the unemployment rate was 6 percent or higher), some unmet needs for public services were accommodated, and much experience with designing and running a manpower program was obtained by State and local governments that acted as program agents. The PEP experience has been evaluated by a number of researchers, who give it generally high marks for the speed with which it was put in place; for the largely cooperative relationships among the many agencies that made it work; for the fact that many different kinds of individuals in the overall target group derived real benefits from it; and for the responsible way in which program agents and subagents shaped it to community needs. Some useful carryover of the experience to the era of decentralized manpower programs appears assured, not only where prime sponsors elect the option of public service employment as authorized by the CETA, but wherever comprehensive manpower programs are operated under State and local managements.

Finally, the chapter entitled *Education and Training: Progress in 1973* is submitted as the annual report to Congress by the Secretary of Health, Education, and Welfare, as required by section 233 of the Manpower Development and Training Act of 1962, as amended. The report presents several innovative educational and training techniques and materials employed in training programs which offer promise of rewarding application to postsecondary public and private facilities in their future training endeavors to meet individual and national needs. These techniques and materials are likely to be particularly useful to prime sponsors under the new Comprehensive Employment and Training Act, as well as to established educational and vocational institutions. Some of these aids concern accurate retrieval of fiscal and program information, training staff performance, competency-based curriculums, and personal and social factors involved in the learning process.

During 1973, almost 105,000 men and women graduated from MDTA institutional training programs, and almost three-fourths were gainfully employed 6 months after graduation. Program accountability approaches, more effective counseling, inter/intra-agency cooperation, more stress on trainees' attaining realistic competency levels, community involvement, and evaluation studies were targeted goals receiving priority attention during the year.

REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING BY THE U.S. DEPARTMENT OF LABOR

Peter J. Brennan, *Secretary*

U.S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

FEBRUARY 25, 1974.

THE PRESIDENT

DEAR MR. PRESIDENT: I have the honor to present herewith a report pertaining to manpower requirements, resources, utilization, and training, as required by section 107 of the Manpower Development and Training Act of 1962, as amended, and by section 605 of the Comprehensive Employment and Training Act of 1973.

Respectfully,

Peter J. Brennan

Secretary of Labor.

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THE EMPLOYMENT AND UNEMPLOYMENT RECORD

THE EMPLOYMENT AND UNEMPLOYMENT RECORD

Persistent inflation, high levels of consumer demand, and employment growth were among the major and contrasting characteristics of the Nation's economic situation in 1973. On the one hand, shortages of vital raw materials and intermediate products (reinforced by insufficient plant capacity in some industries) were translated into large and rapid price increases for key materials, commodities, and final products. On the other hand, the Nation's manpower situation continued to show

ECONOMIC AND MANPOWER DEVELOPMENTS, 1970–73

	1970	1971	1972	1973	Percent change		
					1970–71	1971–72	1972–73
(Billions)							
GNP in current dollars [1]	$977.1	$1,055.5	$1,155.2	$1,289.1	8.0	9.4	11.6
GNP in 1958 dollars [1]	722.5	745.4	790.7	837.4	3.2	6.1	5.9
(Thousands)							
Total civilian employment [2]	78,627	79,120	81,702	84,409	0.6	[2] 2.9	3.3
Nonfarm payroll employment [1]	70,593	70,645	72,764	75,558	0.1	3.0	3.8
Unemployment	4,088	4,993	4,840	4,304	22.1	[2] —3.7	—11.1
(Percent)							
Unemployment rate	4.9	5.9	5.6	4.9	....	....	....
Weekly earnings (private nonfarm production workers):							
In current dollars	$119.46	$126.91	$135.78	$144.38	6.2	7.0	6.3
In 1967 dollars	102.72	104.62	108.36	108.47	1.8	3.6	0.1
Consumer Price Index (1967=100)	116.3	121.3	125.3	133.1	4.3	3.3	6.2

[1] 1973 estimates are preliminary.

[2] Changes are adjusted to exclude the effect of the introduction of 1970 census data into the estimation procedures in 1972. For a further discussion of the census adjustment and its effects, see *Employment and Earnings*, February 1972, pp. 6–9.

overall improvement as rising demand levels in virtually all sectors of the economy generated a record increase in employment and a steady decline in joblessness during the first 10 months of the year.

Inflationary pressures were reinforced by the petroleum shortage which emerged late in the year. The energy problem had only begun to exact its toll at year's end, and its ultimate consequences could not be foretold with precision. In the last 2 months of the year, however, employment leveled off and unemployment rates moved upward as existing patterns of consumption by industry, government, and individuals were altered. For example, nonfarm payroll employment, which had expanded rapidly during most of 1973, edged down in December and then dropped by an estimated 105,000 in January 1974—and there was some evidence that the decline reflected actual or anticipated shortages of petroleum products in a number of industrial sectors. Clearly, a major manpower challenge of 1974 will be that of minimizing the problems brought on by the energy shortage. To meet this challenge, manpower and social policy initiatives will be called for from executive and legislative authorities at all levels of government, as well as from the private sector.

Despite the emerging energy problem and intense inflation, 1973 was a satisfactory year for the economy in many respects. Highlights include the following:

—Total output expanded at an annual average rate of about 6 percent (in contrast to a 4-percent increase between the last quarter of 1972 and the final months of 1973). The year-over-year expansion resulted from a 3-percent increase in employment and a 3-percent advance in output per employed worker. By year's end, however, output growth had slowed to an annual rate of 1.6 percent.

—Total civilian employment rose by 2.7 million to a record 84.4 million (on an annual average basis). At 3.3 percent, this was the largest percentage increase since 1955. Strong demands opened up a variety of job opportunities, and sizable employment gains were visible in most industries, occupations, and demographic groups. However, reflecting the changing economic outlook, employment did not show any additional growth during the last 2 months of the year.

—The unemployment rate dropped from an annual average of 5.6 percent in 1972 to 4.9 percent in 1973. Joblessness declined for virtually all groups in the economy, but improvements were particularly noteworthy among blue-collar workers and male household heads. The jobless rate reached its lowest point during the year in October, at 4.6 percent. By December, however, the rate had moved up to 4.8 percent before jumping to 5.2 percent in January 1974.

—Wages, salaries, and fringe benefits of most groups of workers rose somewhat, but accelerating price increases imposed heavy pressure on family and individual budgets. There are some indications, in fact, that efforts to maintain or increase family purchasing power contributed to the unusually large increase in labor force participation of women and youth discussed in the final section of this chapter. On the other hand, the acceleration of price increases was not associated with larger settlements in collective bargaining agreements (although the existence of wage controls may have influenced the underlying pattern to some degree, and gains in average hourly earnings did accelerate perceptibly, especially after midyear).

—Labor productivity rose in 1973, but by a smaller amount than the year before. Output per man-hour increased by 2.9 percent in the private sector, just under the long-term average rate of 3.0 percent. Man-hours and employment moved ahead more than the year before, while output grew somewhat less rapidly. In the last quarter, productivity had actually declined by 1.3 percent (annual rate).

—Growth of the civilian labor force continued at the very rapid pace maintained since mid-1971, rising by 2.1 million to 88.7 million (on an annual average basis). Significantly, the 1973 increase was larger by about 600,000 than the expansion that could have been expected from growth of the working-age population alone. The difference resulted primarily from increased labor force participation of women and youth. In addition, there was some further reduction in the Armed Forces between 1972 and 1973.

The Economic Framework, Wages, and Productivity

MAJOR ECONOMIC DEVELOPMENTS

Increases in business investment and consumer expenditures, as well as a sharp expansion of exports, were important elements in 1973's economic picture and were reflected in rising employment and sales gains.

Business capital expenditures continued to increase as shortages of plant capacity triggered and sustained higher spending for new plants and equipment. (The step-up in capital investment was especially visible in public utilities and in a variety of manufacturing industries.) While inventory investment also increased, its growth was moderate in comparison with that of sales, and the disparity resulted in a continued downward drift of the inventory-to-sales ratio in the first three quarters of 1973, before it turned upward in the final months of the year. A low inventory-to-sales ratio normally augurs well for future employment levels.

Strengthened by the rapid growth of income and employment, consumer demand expanded sharply in 1973. Sales gains, however, reflected large price increases as well as real purchases. Moreover, as the year progressed, consumer confidence slackened perceptibly—at first in response to escalating food prices and later as public concern about the energy problem began to influence automobile sales.

International competitiveness of the products of U.S. industries improved in 1973, partly because currency revaluations increased price competitiveness of U.S. exports and partly because international demand for U.S. agricultural products rose to unusually high levels. The U.S. net export account showed a surplus of $1.67 billion for 1973, a marked improvement over the 1972 deficit of $4.6 billion.

Income of farm proprietors increased by over 25 percent in 1973, as strong international and domestic demand for agricultural products drove wholesale food prices sharply higher. After averaging about $17 billion annually between 1969 and 1971, farm proprietors' total income jumped to $20 billion in 1972 and to $27 billion in 1973.

WAGES AND EARNINGS

Despite rising prices and a tightening labor market, 1973 average wage gains remained at about the same level as in the preceding year. Average hourly earnings [1] of production workers in the private nonfarm economy increased by 6.6 percent; nevertheless, because of the rapid increase in prices during the year, the "real" purchasing power of average hourly earnings declined by 2.0 percent. In 1972, real hourly earnings had risen 2.8 percent, the largest increase since the mid-1950's.

Weekly earnings of production workers (which are influenced by employment shifts, the length of the workweek, and changes in hourly earnings) advanced 7.2 percent—up from 5.9 percent in 1972. In contrast to the significant gains of 1972, however, real weekly earnings declined by 1.5 percent in 1973; moreover, the purchasing power of average take-home pay was reduced still more by an increase in social security deductions.

While annual averages did not suggest a marked wage increase in response to inflation, the pattern of monthly and quarterly wage change during the year did show that rising prices had some cumulative impact, with larger increases concentrated in the last half of the year. (See table 1.) The added impetus in the upward movement of consumer prices late in the year was largely attributable to energy costs, especially gasoline, while food costs were the major problem in the summer and fall. Real hourly and weekly earnings reflected these developments by showing outright declines after midyear. In fact, by the end of the fourth quarter, they had fallen below late 1972 levels. Such declines in real earnings often lead to subsequent upward pressures on wage rates; in 1974, therefore, the price increases of late 1973 may be more dramatically reflected in wage decisions in both the union and nonunion sectors.

Although limited in coverage, data on major collective bargaining settlements attract particular attention because they provide measures not only of current wage and benefit bargains but also of changes scheduled for future years under long-term contracts. Furthermore, they may set targets or patterns for smaller union and nonunion establishments.

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[1] Adjusted for seasonality, overtime (in manufacturing only), and interindustry employment shifts.

TABLE 1. QUARTERLY CHANGE IN AVERAGE HOURLY EARNINGS, ADJUSTED FOR INTERINDUSTRY EMPLOYMENT SHIFTS, 1973

[Seasonally adjusted]

Industry division	Change from prior quarter, annual rate, 1973			
	I	II	III	IV
Private nonfarm [1] [2]	5.0	6.7	7.9	7.1
Manufacturing [2]	5.2	5.8	7.7	7.5
Transportation and public utilities	6.4	8.2	7.8	7.7
Trade	5.0	7.6	7.6	6.6
Finance	3.6	6.4	8.0	6.1
Services	4.1	7.4	6.9	6.6

[1] Includes mining and contract construction, not shown separately

[2] Also adjusted for overtime earnings, in manufacturing only.

Major contracts were concluded for some 5 million workers, primarily in the railroad, trucking, automobile, rubber, apparel, meat packing, and construction industries in 1973. Wage rate adjustments averaged 5.2 percent annually over the life of the contract, down sharply from an average of 6.4 percent in 1972 contracts. First-year wage gains averaged 5.8 percent, or 1.5 percentage points less than in contracts concluded during 1972.

Currently, about 40 percent of all workers under major collective bargaining agreements are covered by cost-of-living escalator clauses—nearly double the proportion with such coverage in the mid-1960's. Such clauses provide for periodic adjustment of wage rates based upon movement in the Consumer Price Index. There was no appreciable pick-up in escalator coverage during 1973 because several of the larger unions bargaining in 1973 already had such clauses in their contracts and perhaps because many other unions were operating in industrial sectors where such arrangements have not been prevalent. In industries where escalator clauses had previously existed, however, they were often liberalized and none were dropped.

Another 5.2 million workers are covered by major agreements scheduled to expire in 1974, or where scheduled reopening provisions are operative, primarily in basic steel, communications, railroads (following 18-month agreements reached in mid-1973), aerospace, bituminous coal mining, and construction. In most cases, bargaining for these groups last took place in 1971, a year of substantial settlements, frequently involving the addition of cost-of-living clauses which have since served to help wages keep pace with prices. The escalator clauses, together with the magnitude of the 1971 settlements, may have a moderating influence on the overall average size of settlements in 1974. Whether or not these factors can offset the overall loss of real purchasing power which occurred late in 1973, however, remains a matter of conjecture.

PRODUCTIVITY AND COSTS

At the outset of a recovery period like that of late 1971 and 1972, employers typically meet initial increases in demand through fuller utilization of their existing work force and equipment, thereby producing sharp increases in productivity. When the advance continues, however—as it did in 1973—more workers are hired to keep up with demand, use of overhead labor and equipment approaches capacity, and growth of output per man-hour tends to slow to a more nearly "normal" rate.

During 1973, output advanced 6.2 percent in the private economy, or at a slightly slower pace than in 1972. On the other hand, man-hours moved ahead more strongly than the year before (up 3.2 percent compared with 2.7 percent in 1972), which had the effect of reducing the rate of productivity increase. Output per man-hour rose 2.9 percent, down from 3.8 percent in 1972 and slightly below the 1950-70 average rate of 3.0 percent.

Compensation per man-hour rose 7.8 percent in the private economy in 1973, in contrast to 6.8 percent the year before. This measure, which includes wages, salaries, and supplemental benefit payments, is an important cost item to employers. For employees, however, a more meaningful measure is real compensation per man-hour, which is compensation adjusted for changes in the Consumer Price Index. Real compensation per man-hour rose about 1.4 percent, compared with an increase of 3.5 percent in 1972.

Demand and cost pressures, both domestic and foreign in origin, contributed to a major acceleration of price increases in 1973. The Consumer Price Index rose 6.2 percent between 1972 and 1973 (and about 9 percent between December 1972 and December 1973), after having registered a 3.3-percent average increase the year before. By year-end, the supply effects of the energy shortage added somewhat to inflationary pressures, especially at the wholesale level. The implicit price deflator—which takes account of changes in unit labor costs, unit profits, and other nonlabor costs as well as changes in buying patterns—moved up 5.4 percent in the private sector. Unit labor costs rose 4.7 percent and other nonlabor costs rose 6.4 percent.

When the nonfarm sector is examined separately, the figures are slightly different: nonfarm output rose 6.6 percent, while man-hours went up 3.5 percent. Compensation per man-hour rose 7.6 percent; and, with productivity up 3.1 percent, unit labor costs rose about 4.4 percent. Finally, the implicit price deflator rose 4.1 percent in the nonfarm sector, compared with a rise of 2.3 percent in 1972.

The nonfinancial corporate sector of the economy—which is made up of all corporations operating in the United States except banks, commodity and stock brokers, credit agencies, and insurance carriers—accounted for about two-thirds of total output and 55 percent of man-hours in 1973. Compensation per man-hour and output per man-hour in this sector rose about 7.6 and 3.6 percent respectively in 1973, increases similar to those occurring the year before. On the other hand, output expanded in this sector by 7.7 percent, somewhat more than in 1972. This strong rise in output was reflected in the growth of man-hours, which went up 4.0 percent, compared with 3.3 percent in the preceding year. The cost-profit picture is of particular interest: while unit labor costs in nonfinancial corporations increased about 3.9 percent and total unit costs rose 2.9 percent in 1973 (compared with rises of 2.7 and 1.9 percent, respectively, in 1972), unit profits, which went up 5.8 percent in 1972, rose by a sizable 9.9 percent in 1973.

Developments in Employment and Unemployment

Reflecting the strong expansion of domestic and international demand, labor resource use picked up sharply in 1973. Although the pace of the economic expansion slackened considerably as the year progressed, employment posted an unusually large gain for the year as a whole and unemployment levels and rates declined during the first 10 months, before beginning to climb again.

Total employment rose by 2.7 million from 1972 to a record high of 84.4 million in 1973 on an annual average basis. This represented a 3.3-percent gain, the largest in 18 years. In the fourth quarter of 1973, employment was up 3.1 million from a year earlier and by 6.5 million from the second quarter of 1971.[2] (See chart 1.)

The civilian labor force posted a gain of 2.1 million in 1973, about the same as that registered in 1972. Annual labor force gains of about a million and a half can be anticipated because of normal increases in the population of working age; the much larger changes of both 1972 and 1973, however, resulted from increases in the labor force participation of women and teenagers and from reductions in the size of the Armed Forces.

With the increase in employment outstripping labor force growth, unemployment declined from 4.42 to 4.10 million between December 1972 and October 1973, before climbing to 4.36 million by the end of the year and to 4.73 million in January 1974. In the same timespans, unemployment rates ranged from 5.1 to 4.6 percent, then from 4.8 to 5.2 percent.

EMPLOYMENT

The increase in the demand for labor which began in mid-1971 continued through most of 1973,

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[2] Changes are modified to exclude the statistical adjustments necessitated by the introduction of 1970 census data. Figures for periods prior to 1972 are not strictly comparable with current data because of the introduction of 1970 census data into the estimation procedures, which increased the civilian labor force and employment totals by more than 300,000 beginning with January 1972.

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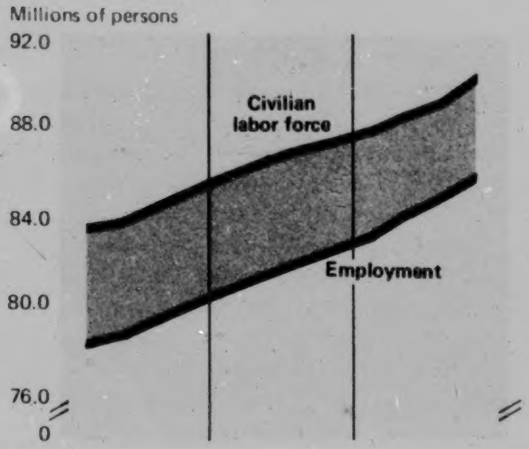
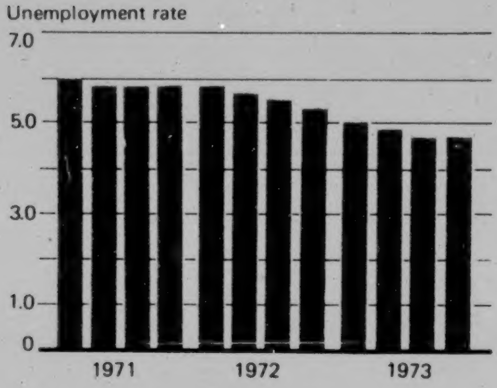
CHART 1

EMPLOYMENT CONTINUED TO OUTSTRIP LABOR FORCE GROWTH IN 1973 . . .



. . . SO JOBLESS RATE DECLINED.



Note: Quarterly data are seasonally adjusted.

Source: U.S. Department of Labor.

with almost all major labor force groups sharing in the expansion of job opportunities. Employment gains were particularly strong among factory workers, who experienced about twice the increase registered in 1972; among white-collar workers in general; and in the craft and operative categories among blue-collar workers.

Employment Changes by Sex and Age

Approximately 80 percent of the 2.7 million average gain in employment in 1973 was accounted for by adult men and women. Each of these two groups posted year-to-year job gains of about 1.1 million to respective levels of 47.9 and 29.2 million. Although workers aged 25 years and over accounted for more than half the increase in adult employment, the largest relative gains were registered by 20- to 24-year-olds, reflecting both the rapid increase in the population in this age group and a rise in its labor force participation rates. Among men in this age group, the reduction in the Armed Forces was an additional factor of some importance. Teenage employment registered another substantial gain in 1973, rising by about 515,000 to 7.2 million.

Full- and Part-Time Employment

Additional evidence of the strength of labor demand in 1973 is apparent in the fact that the bulk of the increase in employment was accounted for by persons working full time (that is, 35 or more hours a week). Their number increased 2.3 million, while the number working part time rose only 230,000. (In addition, there was also a 220,000 rise in the number of persons who, although they had jobs, were not at work for such reasons as vacations, illness, industrial disputes, bad weather, etc.)

Part-time workers (13.4 million in 1973) represented slightly less than 20 percent of all persons at work. While over four-fifths of the part-time workers, primarily adult women and teenagers, preferred their present jobs to full-time work, about 2.5 million others either had taken part-time jobs after being unable to find full-time work or had their workweek cut below 35 hours as a result of adverse economic factors. There was a decline of 100,000 among this group of "underemployed," bringing a net decline of 150,000 from the 1971 peak.

Industrial Developments

Nonfarm payroll employment showed a gain of 2.8 million jobs in 1973.[3] Goods-producing in-

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[3] Statistics on payroll employment and hours are collected by State agencies from payroll records of employers and are tabu-

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dustries added over 1 million jobs (4.5 percent) in 1973, twice the gain posted in 1972. (See chart 2.) This strong rebound from the cyclical low of 1971 brought the number of goods-producing jobs in the fourth quarter of 1973 past the previous high reached in 1969. In the service-producing sector, which has been less sensitive to cyclical swings of the economy, employment grew at about a 3.6-percent rate in 1973, slightly above that of 1972. As the year came to a close, however, the threat of worsening fuel shortages began to act as a brake on further expansion of employment among goods-producing as well as service-producing industries. Indeed, some firms (mainly airlines, automobile producers, and gasoline stations) announced layoffs for the Christmas period or soon thereafter.

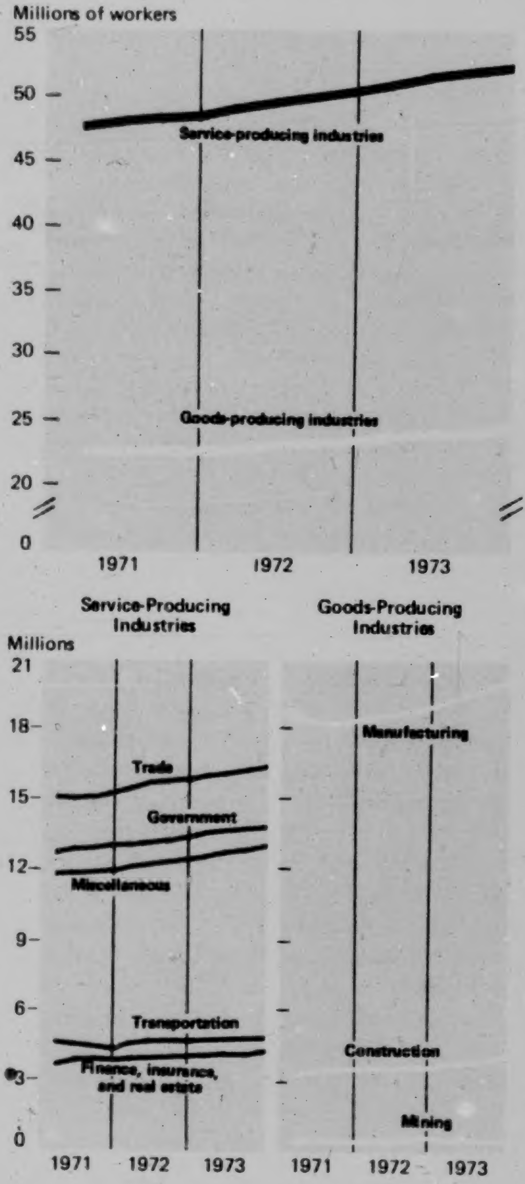
Responding to strong demands for industrial and consumer goods, manufacturers added 890,000 jobs in 1973—over twice as many as in 1972. By the fourth quarter, factory employment had risen 1.6 million from its low point for the 1970–71 downturn. Despite this surge in manufacturing employment, its level in the last quarter of 1973 (20.1 million) was still about 185,000 jobs below the all-time high of mid-1969. In great part, this deficit reflected sharply lower employment levels in the ordnance and aerospace industries, where demand, production, and employment have declined following reductions in defense spending.

The 1973 factory job gain occurred mainly among production workers, but nonproduction workers did score their first increase since 1969. Although administrative and staff employment had not declined appreciably in past economic downturns, employment of nonproduction workers dropped 300,000 between 1969 and 1971, before stabilizing in 1972. In 1973, however, it increased by 150,000.

The recent cyclical upswing has been heavily concentrated in durable goods manufacturing, where the number of jobs rose by 1.3 million from the third quarter of 1971 to the last quarter of 1973. From 1972 to 1973, employment in the durable goods sector increased 750,000, or 6.9 percent, with all the component industries posting gains from the preceding year. Employment in the five major metal and metal-using industries—primary

CHART 2

EMPLOYMENT IN SERVICE-PRODUCING JOBS CONTINUED ITS STRONG UPWARD TREND, WHILE GOODS-PRODUCING JOBS INCREASED STEADILY IN 1973.



Note: Fourth quarter 1973 data are preliminary. All data seasonally adjusted.

Source: U.S. Department of Labor.

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lated by the Bureau of Labor Statistics. Data on labor force, total employment, and unemployment are derived from the sample survey of households conducted and tabulated by the Bureau of the Census for the Bureau of Labor Statistics. A description of the two surveys appears in the BLS publication *Employment and Earnings*.

metals, fabricated metals, machinery, electrical equipment, and transportation equipment—accounted for over four-fifths of this rise.

Just as it had been less affected than other sectors by the 1969–71 downturn, nondurable goods employment responded somewhat less vigorously to the recovery. The gain in nondurable goods employment was 140,000 on an annual basis between 1972 and 1973, with the largest advances posted in textiles and rubber and plastics.

In the contract construction industry, employment grew by 110,000 in 1972 and 130,000 in 1973. Overall construction activity continued to rise, even though residential construction, affected by the very tight mortgage market, dropped considerably from the booming pace of the previous year. For 1973 as a whole, employment in contract construction was at an alltime record of 3.6 million. In mining, employment increased only slightly in 1973, but as fuel shortages surfaced toward the end of the year, more attention was directed at ways of increasing production and exploration, a development which suggests the possibility of accelerated expansion in 1974.

Employment growth in the service-producing industries amounted to 1.8 million from 1972 to 1973, slightly larger than 1972's performance. Since this sector is less cyclically sensitive than the goods sector, it had managed to post some growth in employment even during the recent downturn, albeit at a reduced pace. The 1972–73 gains, therefore, were not so much a cyclical rebound as a return to a more normal growth pattern, which had been disrupted to some extent by the 1969–71 slowdown. Employment growth in the service-producing sector was led by trade (610,000), services (560,000), and State and local government (390,000).

In trade, almost three-fourths of the gains came in retail outlets, where employment expanded at a particularly rapid pace early in the year. Wholesale trade employment gains amounted to 165,000—the largest absolute increase in 25 years.

Three-fourths of the increase in State and local government staffs occurred at the local level, primarily in public education. Federal employment declined slightly in 1973, as it had in the 3 previous years. The reduction in Federal jobs was confined largely to the Defense Department—where it was related to a contraction of expenditures following U.S. troop withdrawals from Vietnam.

Although State and local government employment has been expanding far more rapidly than Federal employment over the last two decades, the trend has accelerated considerably in the past 10 years. Since 1963, for example, the number of persons employed by State and local governments has increased by 60 percent, while Federal employment has increased by about 10 percent. Consequently, State and local government workers, who made up less than three-fourths of total government employment in 1963, now account for more than four-fifths.

Employment in services—which includes such diverse establishments as hotels and motels and medical, legal, educational, business, repair, and personal services—increased 560,000, or 4.3 percent, in 1973. Expanding medical services made up two-fifths of the gain, while business services accounted for another fifth.

Both the finance, insurance, and real estate industry and transportation and public utilities displayed substantial strength in 1973, as the number employed in each rose by 130,000 and 120,000 respectively.

Occupational Developments

White-collar employment posted another year of substantial growth, rising by 1.3 million in 1973. At 40.4 million, the number of persons in white-collar jobs accounted for 47.8 percent of total employment. Employment of managers and administrators increased by over 610,000 from 1972 to 1973, while professional and technical workers (a group that experienced an unusually high degree of joblessness during the 1969–71 downturn) registered a gain of 320,000, an improvement much greater in relative terms than the 360,000 increase in employment among clerical and sales workers. From December 1971 through December 1973, white-collar employment increased by 2.6 million.[4]

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[4] Meaningful comparisons of current occupational employment developments can be made only for the period which begins with December 1971. As a result of changes in the classification of occupations to accord with the 1970 census, a number of shifts occurred between major occupational categories beginning in January 1971, creating a "break in series." For an explanation of these changes, see John E. Bregger, "Revisions in Occupational Classifications for 1971," *Employment and Earnings*, February 1972, pp. 5–8. A second break in series was created in December 1971 when a question on major activity was added to the monthly Current Population Survey questionnaire to elicit a more refined and accurate classification of occupational categories. These revisions in the occupational classification system are believed to have had only a negligible impact on unemployment rates.

Over the 2-year period ending in December 1973, employment of blue-collar workers also rose considerably—by 2.1 million. The increase was apportioned equally between both years, with employment in craft and operative occupations accounting for the greater part of the rise.

Although private household employment continued its downward trend, falling by 85,000 in 1973, the increase in job opportunities in other services (particularly in food and health services) resulted in a rise of 160,000 for the service occupations as a group. Employment of farmworkers, after increasing slightly in 1972, was about unchanged at 3.0 million in 1973.

Hours of Work

In contrast to the year's vigorous revival in aggregate demand and employment levels, the average workweek for production or nonsupervisory workers on private nonfarm payrolls remained relatively stable, averaging 37.1 hours in 1973, compared with 37.2 hours in 1972 and 37.0 hours in 1971.

In manufacturing, the workweek averaged 40.7 hours, up 0.1 hour from 1972 and the highest level since 1968. Here again, however, changes within the year are important, since a marginal lengthening of the workweek early in 1973 was followed by a return to late 1972 levels. Factory overtime, an important indicator of prospective economic activity, moved up over the year, from 3.5 hours in 1972 to 3.8 hours in 1973—the highest level since 1966. This increase as well was confined largely to the first part of the year, with overtime peaking at 4.1 hours in April.

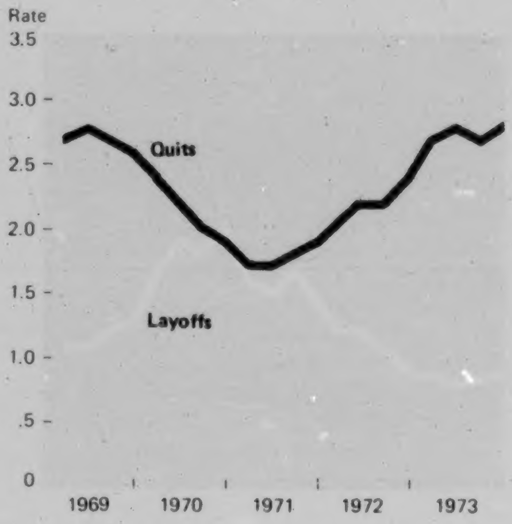
Factory Labor Turnover and Job Vacancies

The strength of the labor market in 1973 was also evident in developments affecting labor turnover and job vacancies in manufacturing. Job vacancies rose sharply in 1973, while new hires reached their highest annual rate since the Korean war. Job vacancies in manufacturing averaged 185,000, up 60,000 over 1972. The number of long-term vacancies ("long-term" in the sense that they have remained unfilled for a month or longer) averaged 55,000 for 1973, up 20,000 from the previous year.

The quit rate in manufacturing, which tends to be high when employment opportunities are plentiful, continued to rise through the first half of 1973 but showed little change in subsequent months. (See chart 3.) For the year as a whole, the rate was at its highest annual level since 1967. Simultaneously, the incidence of layoffs in manufacturing continued to decline during the first half of the year, as it had since the peak reached in late 1970. For the year as a whole, the layoff rate averaged only 9 per 1,000 workers, its lowest level since the World War II years.

CHART 3

THE DEMAND FOR FACTORY LABOR WAS HIGH IN 1973 AS THE LAYOFF RATE WAS LOW AND THE QUIT RATE REMAINED HIGH.



Note Fourth quarter 1973 data are preliminary. All data are seasonally adjusted.

Source U.S. Department of Labor.

UNEMPLOYMENT

As the uptrend in employment levels continued, the number of unemployed workers declined through the third quarter of the year, when it averaged 4.2 million. Most of the decrease occurred among adult men, but adult women and teenagers also benefited to some degree from the improvement in labor resource use.

Given the reduction in the number of unemployed persons and the simultaneous increase in employment, the jobless rate declined further in 1973, particularly during the first half of the year. By the third quarter, the rate had moved down to 4.7 percent, its lowest point since the second quarter of 1970. In the last 2 months of the year, however, it began to edge upward again, moving from 4.6 percent in October to 4.8 percent in December. This recent resurgence in joblessness reached 5.2 percent in January 1974, when it was especially marked among adult men and teenagers.

Age-Sex Distribution of Unemployment

The strengthening of labor demand in 1973 had a perceptible impact on unemployment rates in most of the major demographic groups, including those experiencing relatively high levels of joblessness in recent years. (See table 2.) For adult men, the unemployment rate averaged 3.2 percent in 1973 (down from 4.0 in the previous year) and reached 3.0 percent in the final quarter. The improved labor market profited men aged 20 to 24 years as well as those over 25, as their rates fell, respectively, from 9.2 percent to 7.3 percent and from 3.1 percent to 2.5 percent.

For women, the pattern was essentially similar although less pronounced. The jobless rate for women aged 20 to 24 dropped from 9.3 in 1972 to 8.4 percent in 1973, while the rate for those 25 and over moved down from 4.6 to 4.0 percent. The rate for the two age groups combined decreased from 5.4 percent in 1972 to 4.8 percent a year later.

Since the post-World War II high of 17.8 percent registered in the first quarter of 1972, the unemployment rate for teenagers has exhibited a gradual downward trend and, by the last two quarters of 1973, had averaged 14.3 percent, after receding from an annual average of 16.2 percent in 1972 to 14.5 percent in 1973.

The economywide improvement in the employment situation was also apparent in the declining jobless rates for two important overlapping demographic groups—married men and household heads. Members of each of these groups have considerable family responsibilities, and their employment situation is therefore a key indicator in the eyes of many social welfare analysts. In 1973, the jobless rate for married men declined 0.5 percentage point to 2.3 percent; among household heads, the rate fell to 2.9 percent from 3.3 percent in 1972. The rate for male household heads declined from 3.0 to 2.5 percent, while that for women (who represent about 14 percent of the household heads in the labor force) remained about the same, at 5.3 percent.

Occupational and Industry Trends

In contrast to developments in the previous year, economic expansion in 1973 reduced unemployment among both white-collar and blue-collar workers. After remaining above 3 percent during 1971 and 1972, the jobless rate for the white-collar group as a whole dropped to 2.9 percent in 1973. Unemployment rates for managerial (1.4 percent), sales (3.7 percent), and clerical workers (4.2 percent) were all significantly lower than a year ago. Although the year-to-year decline for professional and technical workers was more modest, their jobless rate has dropped from its post-World War II high of 3.1 percent registered in early 1971 to 2.2 percent through the last quarter of 1973. This was in large part a reflection of improved opportunities for scientists and engineers, who were particularly hard hit by the defense and aerospace cutbacks which began in 1969. (See the section on the Technology Mobilization and Reemployment Program in the chapter on Manpower Programs: Moving Toward Decentralization.)

The unemployment rate for blue-collar workers continued its rapid descent, falling to 5.3 percent in 1973 from 6.5 percent in 1972. Operatives experienced the greatest reduction in unemployment—from 6.9 percent in 1972 to 5.7 percent in 1973—but the rates for craft workers (3.7 percent) and laborers (8.4 percent) were also substantially below their 1972 levels. Since the economic recovery began in 1971, blue-collar workers have experienced sharper reductions in their jobless rates than the white-collar group. This is typical in that blue-collar jobs are more cyclically sensitive than are white-collar jobs. Although white-collar jobs did show more cyclical sensitivity in the most recent economic downturn than in the past (in large measure because of the very sharp curtailment of defense and aerospace programs), the brunt of the job cutbacks was still carried by blue-collar workers.

TABLE 2. UNEMPLOYMENT RATES FOR MAJOR DEMOGRAPHIC, OCCUPATION, AND INDUSTRY GROUPS, 1969–73

Item	Annual averages					Seasonally adjusted quarterly averages				
						1972	1973			
	1969	1970	1971	1972	1973	IV	I	II	III	IV
Total (all civilian workers)	3.5	4.9	5.9	5.6	4.9	5.3	5.6	4.9	4.7	4.7
Men, 20 years and over	2.1	3.5	4.4	4.0	3.2	3.6	3.4	3.3	3.1	3.0
Women, 20 years and over	3.7	4.8	5.7	5.4	4.8	5.2	5.0	4.8	4.8	4.7
Both sexes, 16 to 19 years	12.2	15.3	16.9	16.2	14.5	15.6	14.7	14.7	14.3	14.3
White	3.1	4.5	5.4	5.0	4.3	4.7	4.5	4.4	4.2	4.2
Negro and other races	6.4	8.2	9.9	10.0	8.9	9.9	9.0	9.0	9.0	8.6
Household heads	1.8	2.9	3.6	3.3	2.9	3.1	3.0	2.9	2.7	2.8
Married men	1.5	2.6	3.2	2.8	2.3	2.5	2.4	2.3	2.1	2.1
Full-time workers	3.1	4.5	5.5	5.1	4.3	4.8	4.6	4.3	4.2	4.3
Part-time workers	6.2	7.6	8.7	8.6	7.9	8.4	7.7	8.5	8.1	7.4
Workers unemployed 15 weeks and over [1]	.5	.8	1.4	1.3	.9	1.2	1.0	.9	.9	.9
OCCUPATION										
White-collar workers	2.1	2.8	3.5	3.4	2.9	3.3	3.0	3.0	2.9	2.8
Professional and technical	1.3	2.0	2.9	2.4	2.2	2.5	2.2	2.1	2.1	2.2
Managers and administrators, except farm	.9	1.3	1.6	1.8	1.4	1.9	1.5	1.5	1.4	1.3
Sales workers	2.9	3.9	4.3	4.3	3.7	4.4	3.7	3.7	3.6	3.6
Clerical workers	3.0	4.0	4.8	4.7	4.2	4.4	4.3	4.2	4.1	4.0
Blue-collar workers	3.9	6.2	7.4	6.5	5.3	5.8	5.6	5.3	5.2	5.3
Craft and kindred	2.2	3.8	4.7	4.3	3.7	4.1	3.8	3.7	3.8	3.6
Operatives	4.4	7.1	8.3	6.9	5.7	6.0	6.0	5.6	5.3	5.6
Nonfarm laborers	6.7	9.5	10.8	10.3	8.4	9.1	8.6	8.6	8.3	8.3
Service workers	4.2	5.3	6.3	6.3	5.7	6.3	6.0	5.6	5.6	5.7
Farmworkers	1.9	2.6	2.6	2.6	2.5	2.9	2.5	3.0	2.3	2.4
INDUSTRY										
Nonagricultural private wage and salary workers [2]	3.5	5.2	6.2	5.7	4.8	5.4	5.0	4.8	4.7	4.8
Contract construction	6.0	9.7	10.4	10.3	8.8	10.2	8.9	8.8	9.2	8.8
Manufacturing	3.3	5.6	6.8	5.6	4.3	4.7	4.7	4.4	4.0	4.2
Durable goods	3.0	5.7	7.0	5.4	3.9	4.2	4.4	3.9	3.6	3.7
Nondurable goods	3.7	5.4	6.5	5.7	4.9	5.4	5.1	5.2	4.5	4.8
Transportation and public utilities	2.2	3.2	3.8	3.5	3.0	2.9	3.0	3.0	2.9	3.1
Wholesale and retail trade	4.1	5.3	6.4	6.4	5.6	6.3	5.7	5.5	5.8	5.6
Finance and service industries	3.2	4.2	5.1	4.8	4.3	4.8	4.5	4.2	4.0	4.3
Government workers	1.9	2.2	2.9	2.9	2.7	3.0	2.5	2.9	3.5	2.6
Agricultural wage and salary workers	6.0	7.5	7.9	7.6	6.9	8.4	6.9	7.9	6.1	6.8

[1] As percent of total civilian labor force.

[2] Includes mining, not shown separately.

The unemployment rate for service workers, which was unchanged at 6.3 percent over the 1971–72 period, dropped markedly throughout 1973 and averaged 5.7 percent for the year.

Among industries, unemployment dropped most sharply in manufacturing—the second successive large decline. At 4.3 percent, the rate for manufacturing workers was down more than 1¼ points from the 1972 annual level of 5.6 percent. After rising to a 13-year high of 7.0 percent in the first quarter of 1971, the factory jobless rate fell continuously and by the third quarter of 1973 had

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receded to 4.0 percent, before turning upward again in the closing months of the year. Although unemployment reductions were more pronounced for durable goods workers, there were substantial decreases among nondurable goods workers as well.

Construction workers had a considerably lower rate of unemployment in 1973 (8.8 percent) than in the previous 2 years, coinciding with the strength in total construction activity noted in the previous section. With the continued rise in sales, the rate in wholesale and retail trade fell to 5.6 percent in 1973, after averaging 6.4 percent in both 1971 and 1972. Substantial year-to-year declines in unemployment were also registered in transportation and public utilities, services, and finance, insurance, and real estate. (See table 2.)

Workers Seeking Full- and Part-Time Jobs

Of the annual average of 4.3 million unemployed in 1973, about three-fourths (3.3 million) were seeking full-time work. Nearly all adult jobless men sought full-time jobs, while 1 of every 5 jobless women and 1 of every 2 teenagers wanted part-time work. These proportions have remained relatively stable over the last several years and appear to be little affected by cyclical changes in the demand for labor.

Unemployment rates for both full- and part-time workers have decreased consistently throughout the current expansion. The rate for full-time workers declined from 5.1 percent in 1972 to 4.3 percent in 1973, while the drop for part-time workers was a bit more modest, from 8.6 to 7.9 percent.

Duration of Unemployment

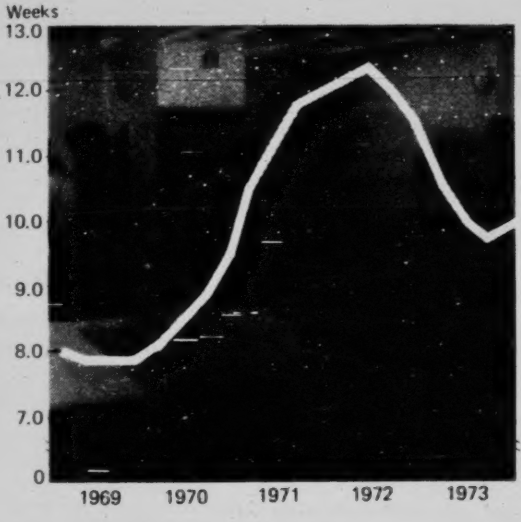
The length of time a jobseeker remains unemployed is a vital dimension in the assessment of labor market conditions. Recessions are typically marked by a gradual rise in the proportion of the unemployed who have been seeking work for relatively long periods of time—say, more than 26 weeks—and this tends to raise the average (mean) duration of unemployment. Conversely, as the economy recovers, long-term unemployment declines and the short-term unemployed become an ever-increasing proportion of the jobless population, thus lowering the mean duration of unemployment.

For example, in 1971, when the unemployment rate was at its cyclical peak, 55 percent of the jobless were unemployed 5 weeks or longer. By 1973, their proportion of total unemployment had dropped to less than 50 percent. The "hard-core" unemployed (those jobless 27 weeks and over) dropped to less than 8 percent of total unemployment in 1973, well below the 11-percent figure of 1972, but still above the 5-percent mark registered in 1969.

Since it takes some time for persons who become unemployed in the initial stages of a recession to reach the long-duration categories, as well as to find a job once the economy improves, changes in mean duration of unemployment tend to lag behind changes in the jobless rate. This pattern was once again reflected in the recent period of business downturn and recovery. While the unemployment rate remained relatively stable during 1971, after a sharp rise during 1970, average duration continued to inch upward during the year and did not reach its cyclical peak of 12.4 weeks until the spring of 1972. Thereafter, duration declined steadily through the third quarter of 1973, before moving up slightly in the fourth. (See chart 4.)

CHART 4

THE AVERAGE DURATION OF UNEMPLOYMENT DECLINED THROUGH MOST OF 1973.



Note: Quarterly data are seasonally adjusted.

Source: U.S. Department of Labor.

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For all of 1973, it averaged 10.0 weeks, down from 12.1 weeks in 1972 (its highest level in 8 years).

Reasons for Unemployment

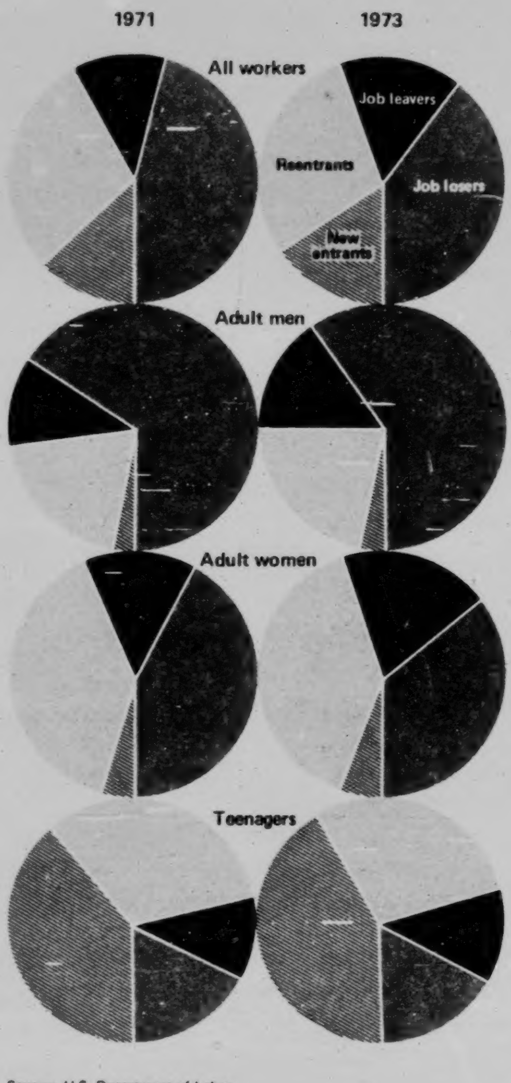
While an expanding economy reduces the number of unemployed, it also alters the distribution among those who have lost their jobs, those who left their jobs voluntarily, and those who are entering or reentering the labor force. Growth of the economy in 1973 resulted in a drop in the proportion of job losers to less than 39 percent of the total unemployed, down from 43 percent in 1972 and 46 percent in 1971.

Job loss is the predominant reason for unemployment among adult men, as demonstrated by the fact that about 60 percent of those unemployed in 1973 were job losers. Although job loss is also an important reason for adult female unemployment, the greatest proportion of unemployed women is to be found among those who have reentered the labor force after a period of absence. And labor force entrants—particularly those entering the labor force for the first time—account for three-quarters of the unemployed teenagers.

Reflecting the large decrease in the number and proportion of job losers since 1971, an increase has occurred in the proportion of unemployment accounted for by job leavers, reentrants, and new entrants to the labor force. (See chart 5.) During the 1969–71 downturn, the number of workers who became unemployed after voluntarily leaving their jobs rose slightly, but their proportion of total unemployment declined considerably. Then, as economic activity picked up and the proportion of job losers declined, job leavers grew in number and began to account for a steadily increasing proportion of total unemployment. In other words, workers who are reluctant to quit their jobs in a "loose" labor market are more willing to do so when the market tightens up. This behavior is also consistent with the quit rate in manufacturing, which rises or falls depending upon whether the demand for labor is high or low.

CHART 5

THE PROPORTION OF JOB LOSERS AMONG THE UNEMPLOYED HAS DECREASED SOMEWHAT SINCE 1971.



Source: U.S. Department of Labor.

The Employment Situation of Black Workers

Continued expansion in the economy during 1973 produced roughly similar improvements in employment among black and white workers.[5] These occurred among all three major demographic groups—adult men, adult women, and teenagers. Total employment for blacks rose to 9.1

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[5] Statistics for both blacks and members of other minority races are used in this section to indicate the situation for black workers. Blacks constitute about 89 percent of the larger group.

million, up about 330,000, or nearly 6 percent, from 1972, and white employment, at 75.3 million in 1973, was up 2.3 million, or 2 percent, over the year.[6] Since mid-1971, when economic activity began to pick up, employment among both blacks and whites advanced by approximately 8 percent—whites by 5.9 million and blacks by 735,000. In recent years, whereas the number of black civilians of working age has been growing at a rate more rapid than that of whites, the percentage of the black population with jobs (the employment-population ratio) has not increased at all. At 55.4 percent in the last quarter of the year, the black employment-population ratio was considerably below the comparable statistic for whites (58.7 percent).

Unemployment among blacks decreased by an average of 60,000 to 890,000 in 1973, a figure slightly below the 1971 level but still substantially above the 1969 number of 570,000. At the same time, joblessness among white workers also fell considerably—by 470,000 to an annual average of 3.4 million. The respective yearly unemployment rates for the two groups fell from 5.0 to 4.3 percent for whites and from 10.0 to 8.9 percent for blacks.

RELATIVE IMPACT OF UNEMPLOYMENT

One way to assess the relative impact of unemployment on each of these groups is to compare absolute changes in the unemployment rates of blacks and whites in ratio form, an approach which reveals that black unemployment tends to increase more than that of whites in recessionary periods and, in expansions, to decline to a greater degree than for whites. This pattern has been manifested in all business cycles since 1954.

During the most recent downturn, when the overall unemployment rate went from 3.6 percent in the last quarter of 1969 to a peak of 6.0 percent in early 1971, the black jobless rate increased from 6.2 to 9.7 percent, while that for whites rose from 3.3 to 5.5 percent. When these changes are expressed in ratio form, it can be seen that, in proportion to the size of their respective labor forces, nearly 16 black workers for every 10 whites became unemployed in this period.[7]

In the recent recovery period, the unemployment rate for white workers declined by a slightly greater amount than the rate for blacks. From the first quarter of 1971 to the last quarter of 1973, the white jobless rate fell from 5.5 to 4.2 percent, while the black rate declined from 9.7 to 8.6 percent. In proportion to the size of their labor force, about 8 black workers for every 10 whites left the ranks of the unemployed after early 1971. Unlike previous expansion periods, black unemployment has declined very slowly in relation to that of whites. This is because the jobless rate for whites began its decline in early 1971, while the rate for blacks did not begin to recede until the second quarter of 1972, after having reached a 10-year high of 10.7 percent in the first quarter of that year. (See chart 6.) If the comparison of blacks and whites is made from the peak of the black rate, approximately two blacks for every one white left the unemployment stream.

Blacks were more than twice as likely as whites to be unemployed in 1973, as the overall black-to-white unemployment rate ratio remained at or above 2:1 throughout the year, just as it did through much of the preceding decade. Unemployment was not evenly distributed among the demographic groups, however. While the ratios of the 1973 annual black and white jobless rates among adult men (5.7 and 2.9 percent, respectively) and adult women (8.2 and 4.3 percent) were slightly below 2:1, there was a much larger disparity for black teenagers, whose 30.2-percent rate was almost 2½ times as high as the rate for white teenagers (12.6 percent).

FAMILY STRUCTURE AND EMPLOYMENT

Accounting for 1 out of 9 American family units, the black population includes both a majority of husband-wife families and, compared with whites, a disproportionately large share of female-headed families, as the following shows:

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[6] Figures for periods prior to March 1973 are not strictly comparable with current data because a further population adjustment to the 1970 census (subsequent to that introduced in January 1972) was introduced into the estimation procedures in March 1973. This latter adjustment affected primarily whites and black and other minority racial groups but had little impact upon totals. For example, white labor force levels were lowered by about 150,000, while black levels were raised about 240,000.

[7] Dividing the change in the black unemployment rate by the change in the white rate over this period yields $(9.7-6.2) \div (5.5-3.3) = 1.59$, or 16 : 10. See Curtis L. Gilroy, "Black and White Unemployment: The Dynamics of the Differential," *Monthly Labor Review*, February 1974, pp. 38–47.

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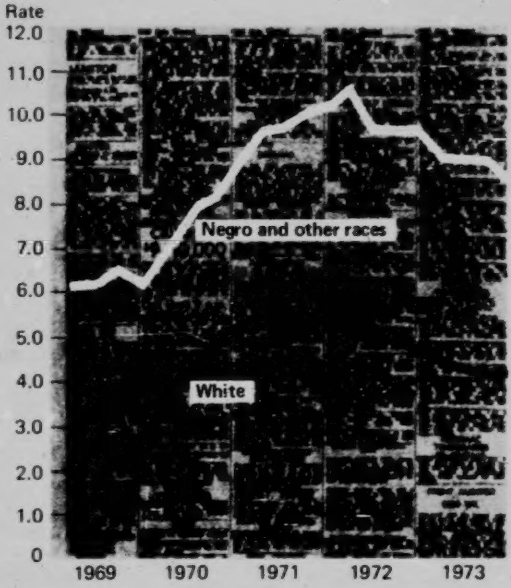
Type of family	Percent White	Percent Black
Husband-wife	88	63
Other male head	2	4
Female head	10	33

The proportion of black husbands in the labor force, at 84.5 percent, is about the same as that of whites, but unemployment is higher than among white husbands (3.8 versus 2.6 percent). Yet the proportion of black husband-wife families in which the head and at least one other worker were in the labor force is greater than that for whites, at 65 and 55 percent respectively, reflecting the higher labor force participation rate of black wives.

Among families headed by women, the proportion of blacks has been increasing steadily for some years. It was 29 percent in 1973, up from 25 percent in 1965; moreover, over half the 415,000 increase in female family heads during the year ending in March 1973 was among black women. A smaller proportion of black female family heads was in the labor force in March 1973 than was the case for the white women (49 and 55 percent respectively)—which probably reflects a lack of job opportunity or of requisite skills in a market where jobless rates for these minority group women are about twice those of whites (11.3 percent compared with 5.0 percent in March 1973).

CHART 6

UNEMPLOYMENT AMONG MINORITY GROUPS CONTINUED AT A RATE ABOUT DOUBLE THAT FOR WHITE MEMBERS OF THE LABOR FORCE.



Note: Quarterly data are seasonally adjusted.

Source: U.S. Department of Labor.

Vietnam-Era Veterans

Last year's tighter labor market was able to absorb increasing numbers of Vietnam-era veterans. During 1973, veterans' employment increased and the average unemployment rate dropped from 6.7 to 5.0 percent. The proportion of all 20- to 34-year-old veterans who had been jobless 15 weeks or more averaged 21 percent, down 5 percentage points from 1972.[8] This was in large part a reflection of the improved economic situation in 1973, but was also partly a product of the changing age composition of Vietnam-era veterans. There were somewhat fewer 20- to 24-year-olds among the unemployed, and the proportion of them with long-term unemployment did not change significantly over the year (22 percent). But only 20 percent of the group aged 25 to 34 looked for jobs 15 weeks or longer, compared with 29 percent a year earlier.

A majority of both veterans and nonveterans gave loss of job and entering or reentering the labor force as the primary reasons for their unemployment. A small proportion of both groups (less than 6 percent) had never worked before. Having been more recently discharged from military service, younger veterans were much more likely to be new to the labor force and to have little civilian work experience than were older veterans and nonveterans.

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[8] For additional discussion of employment developments affecting veterans, see the relevant section in the chapter on "Manpower Programs: Moving Toward Decentralization.

The average unemployment rate for 20- to 34-year-old Vietnam-era veterans of black and other minority races dropped from 11.7 percent in 1972 to 8.4 percent in 1973. While not materially different from the nonveteran rate of 8.6 percent, it was nearly double the rates for white veterans and nonveterans of these ages. About 6 out of 10 of the unemployed minority group veterans and about half of the white veterans were aged 20 to 24.

REGIONAL DEVELOPMENTS

Improvement in the veterans' unemployment rate occurred in each of the four geographic regions of the country. Like other men in the labor force, veterans living in the South continued to have the lowest jobless rate, 3.2 percent, compared with 4.7 percent in the North Central States, 5.7 percent in the North East and 7.2 percent in the West.

Unemployment among 20- to 34-year-old Vietnam-era veterans living in the 20 largest standard metropolitan statistical areas (SMSA's) improved over the year, as the rate fell from 6.7 to 5.1 percent. Among veterans of these ages living outside the SMSA's, the rate decreased over the year from 6.6 to 4.6 percent.

Seven out of 10 of the veterans aged 20 to 34 live in SMSA's, mostly in suburban areas where unemployment rates for both veterans and nonveterans were lower than those for areas within central cities.

OCCUPATION AND INDUSTRY OF EMPLOYED VETERANS

In 1973, as in earlier years, there were few differences in the occupational and industrial distribution of employed veterans and nonveterans. The proportion of veterans in white-collar jobs was somewhat smaller than that of nonveterans of the same ages (38 and 40 percent respectively). This was largely a reflection of the fact that nonveterans of these ages—who include a higher proportion of college graduates—held larger shares of professional and technical jobs (17 percent) than did veterans (14 percent). On the other hand, the difference between the proportion of veterans (53 percent) and nonveterans (50 percent) who were blue-collar workers was due entirely to the larger proportion of veterans in the more highly skilled craft positions than in operative or laborer jobs.

Over 95 percent of the employed men 20 to 34 years old were in nonagricultural industries, but nonveterans were somewhat more likely than veterans to work in the agricultural sector. About 30 percent of the men in both groups worked in manufacturing, primarily in durable goods industries, and some 14 percent were in government jobs. Among the employed veterans, blacks were more likely to hold jobs in government than were whites.

Labor Force Developments and Persons Outside the Labor Force

RECENT LABOR FORCE TRENDS

Last year's resurgence of labor demand was reflected in continued large-scale expansion of the labor force, as well as in declining unemployment levels. The civilian labor force increased by 2.1 million in 1973, averaging 88.7 million for the year. The rate of growth, at 2.5 percent, and the pattern of change by age were similar to those of 1972.

Expansion was concentrated among men and women under age 35, including 1.3 million additional workers in the 25- to 34-year age group alone. (See table 3.) The latter group, in fact, will continue to show sizable increases in the years ahead, as more members of the large generation born in the 1947–57 period reach their 25th birthday. Substantial increases were also registered among teenagers and 20- to 24-year-olds. Population growth accounted for 56 percent of the growth of the labor force under age 35, with most of the remainder attributable to rising labor force participation among women.

Changes in the labor force aged 35 years and over contrasted sharply with the situation for the younger ages. The number of men 35 and over in the labor force diminished by nearly 300,000 while the number of women showed almost no change. More specifically, the population increased very little while labor force participation rates for both men and women aged 45 and over continued to decline, pursuing a trend which has been visible for a number of years in the case of men but is of relatively recent origin in the case of women.

Changes in labor force participation rates were generally similar for whites and blacks in 1973. There was little change in the overall rate for men 16 and over for either group; the rate for women 16 and over increased somewhat more for white (0.9 percent) than for black women (0.4 percent). And within the sex-race groups, the patterns of change by age showed increases among younger persons and declines among some of the groups aged 45 years and over.

Longstanding basic differences in participation patterns of whites and blacks continued in more or less unabated form. The rates for white men in every age group (except for those 65 and over) and for white women under 25 remain substantially higher than those for black men and women of corresponding ages, while the rates for white women in each age group over 24 years are considerably below those for black women. The probable reasons for these contrasts vary in the case of each major age group. Adult black men have a higher incidence of illness and disability than do whites and this affects their work activity. Adult black women as a group are under much greater economic pressure to work than are white women, both because their husbands' earnings tend to be low and because more of the women are themselves heads of families. Moreover, black women under 25 are more likely to have child-care responsibilities which, together with the relatively severe difficulties they face in finding jobs (as evidenced by their especially high unemployment rates), have tended to discourage labor force participation.

TABLE 3. SOURCES OF CHANGE IN THE CIVILIAN LABOR FORCE, 1972–73

[Thousands]

Sex and age	Civilian labor force, 1973	Labor force change, 1972–73			
		Total [1]	Attributable to change in—		
			Armed Forces	Population [2]	Labor force participation rate
Total	88, 714	2, 172	123	1, 495	554
Men	54, 203	938	130	942	−134
16 to 34 years	24, 592	1, 233	114	873	246
16 to 19 years	4, 664	207	−41	118	130
20 to 24 years	7, 080	385	158	118	109
25 to 34 years	12, 848	641	−3	637	7
35 years and over	29, 612	−294	16	69	−379
35 to 44 years	10, 270	−54	9	−47	−16
45 years and over	19, 342	−240	7	116	−363
Women	34, 510	1, 233	−8	554	687
16 to 34 years	16, 575	1, 175	−7	475	707
16 to 19 years	3, 797	230	−2	78	154
20 to 24 years	5, 592	277	−4	91	190
25 to 34 years	7, 186	668	−1	306	363
35 years and over	17, 935	56	0	78	−22
35 to 44 years	6, 146	124	0	−30	154
45 years and over	11, 789	−68	0	108	−176

[1] Not adjusted for changes in population controls introduced in March 1973, which reduced the total 1972–73 labor force change by 50,000.

[2] This component of change was computed by applying the civilian labor force participation rate of 1972 for each age-sex group to the population change between 1972 and 1973 and then subtracting the effect of change in Armed Forces. The difference between the total change in the civilian labor force and changes attributable to Armed Forces reduction and population change constitutes the change attributable to labor force participation rates.

NOTE: Detail may not add to totals because of rounding.

PERSONS OUTSIDE THE LABOR FORCE

The number of persons outside the labor force showed a relatively small increase in 1973, rising from 56.8 to 57.2 million. The great majority of nonparticipants are women (and some men) keeping house, retirees, and students who have no current interest in the job market. (See table 4.) Nevertheless, the number of nonparticipants reported as wanting a job "now"—even though not looking for it—was still very sizable: 3.1 million women and 1.4 million men. Among these persons, the most common reasons for not looking for work were school attendance and family obligations. However, 680,000 of these persons were reported as not seeking work because of a belief that their search for a job would be in vain and could thus be regarded as "discouraged workers" or the "hidden unemployed."

The ranks of discouraged workers include few men of prime working age. (In 1973 only about 65,000, or about 10 percent of the total, were men 25 to 59 years of age.) On the other hand, a large number—more than 250,000 in 1973—consisted of women aged 25 to 59, while younger women, teenagers, and elderly persons made up the remainder.

The extent of discouragement has been generally consistent with cyclical changes in the level of demand for labor, a pattern which is especially visible in the tandem upward and downward movement of the unemployment rate and the number of discouraged workers, as shown in chart 7. It should be stressed, however, that fluctuations in the number of discouraged workers have been quite small in proportion to fluctuations in the number of unemployed. For example, the increase in the number of jobless persons between 1969 and 1971 was 2.2 million (from 2.8 to 5.0 million), while the number of discouraged workers rose by only 200,000 (from 575,000 to 775,000). Similarly, the number of unemployed declined 700,000 (from 5.0 to 4.3 million) between 1971 and 1973, while the number of discouraged edged down by only 95,000.

In spite of the implications of the term "discouraged," nearly four-fifths of the persons in this category were reported as planning to look for work during the next 12 months. Although they expressed some pessimism about their immediate chances of getting a job, most were apparently optimistic about future job prospects and had not completely abandoned any intention of participating in the job market.

TABLE 4. REASONS FOR BEING OUTSIDE THE LABOR FORCE, BY SEX, 1973

[Thousands of persons 16 years and over]

Labor force status	Total	Men	Women
Civilian noninstitutional population	145, 936	68, 745	77, 191
In civilian labor force	88, 714	54, 203	34, 510
Not in labor force	57, 222	14, 541	42, 681
Do not want job now, total	52, 760	13, 145	39, 614
Current activity:			
In school	6, 117	3, 115	3, 002
Ill, disabled	4, 572	2, 401	2, 171
Homemaker	32, 145	204	31, 941
Retired, old	7, 165	5, 927	1, 238
Other	2, 760	1, 498	1, 262
Want job now, total	4, 460	1, 395	3, 066
Reason not looking:			
School attendance	1, 227	647	580
Ill health, disability	619	274	345
Home responsibilities	1, 043	22	1, 021
Think cannot get job	679	225	454
All other reasons	892	227	666

NOTE: Detail may not add to totals because of rounding.

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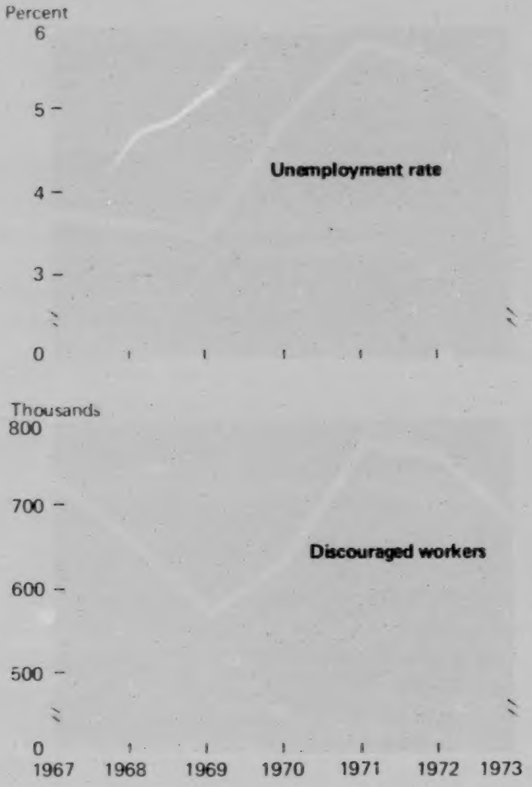
CHART 7

THE NUMBER OF DISCOURAGED WORKERS CONTINUED TO MOVE IN TANDEM WITH THE UNEMPLOYMENT RATE IN 1973.



Source: U.S. Department of Labor.

LONGER RANGE LABOR FORCE TRENDS

A review of labor force trends over the past 20 years quickly reveals a number of developments indicating profound changes in the American family as an economic unit. Over half of all families, in fact, no longer reflect the traditional image in which the male breadwinner, employed until age 65 or later, provides sole support for a wife and several children. Instead, withdrawal from the labor force is becoming more and more common among men aged 55 and over, while sizable increases have continued in the number of working wives, multiple-worker families, and families headed by women.

Adult Men

Declining labor force participation of adult men is a longstanding phenomenon, extending back more than 20 years. Occurring largely among married men, the decline was concentrated among those 65 years old and over until about 1963, when it slowed somewhat. At that point, the labor force participation rate for men 55 to 64 began to move downward. (See table 5.) The possibility of early retirement, health problems, and lower levels of education than those attained by younger men are among the factors which have contributed to this decline in participation rates among older men. For example, increases in coverage and benefits under social security and private pensions have allowed older workers to retire sooner and with more income, and the number of workers insured for disability under the social security program has more than doubled in 16 years, from 32 million in 1955 to 74.5 million by January 1971.[9]

TABLE 5. LABOR FORCE PARTICIPATION RATES [1] OF MEN AGED 25 AND OVER, BY AGE GROUP, FOR SELECTED YEARS, 1953 TO 1973

Year	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
1953	97.6	98.2	96.6	87.9	41.6
1960	97.7	97.7	95.8	86.8	33.1
1963	97.3	97.6	95.8	86.2	28.4
1970	96.6	97.0	94.3	83.0	26.8
1973	95.9	96.3	93.0	78.3	22.8

[1] Percent of noninstitutional population in the total labor force.

As benefits have become more accessible, reported disability has increased among men 45 to 64 years of age. Data from the National Health Survey reveal that the proportion of men in this age group who reported they had a chronic health condition which precluded carrying on their major activities rose from 4.5 percent in the period July 1965–June 1967 to 7.3 percent in 1969–70.[10] Moreover, in 1972 about 8.3 percent of men 55 to 64 years old were receiving disability benefits under social security, nearly double the proportion of a decade earlier. These findings are mirrored in data from the Current Population Survey which show that an average of 5.5 percent of men 55 to 64 years old in 1972 were not in the labor force because of mental or physical disabilities, up from 3.0 percent in 1962.

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[9] Phoebe H. Goff, "Disabled Worker Beneficiaries Under OASDHI, Regional and State Patterns," *Social Security Bulletin*, September 1973, p. 4.

[10] "Limitation of Activity Due to Chronic Conditions, 1969 and 1970," *Vital and Health Statistics*, data from the National Health Survey, Series 10, No. 80, p. 5.

Educational deficiencies have also contributed to the decline in participation by older men. In a technologically complex economy, the worker who lacks skills and education is at a disadvantage in finding and holding a job and is more likely to drop out of the labor force than is a better educated worker. As shown below, the labor force rates for men aged 55 to 64 without high school diplomas declined more rapidly since 1962 than those for high school or college graduates, widening the differences in participation rates by educational attainment.

Education	Labor force participation rates of men aged 55 to 64		
	March 1962	March 1973	Decrease
Elementary: 8 years or less	83. 9	70. 9	13. 0
High school: 1 to 3 years	89. 1	79. 3	9. 8
4 years	90. 6	84. 9	5. 7
College: 1 to 3 years	89. 1	83. 9	5. 2
4 years or more	93. 6	87. 0	6. 6

Working Wives

Unlike husbands, wives in recent years have continuously and substantially increased their rate of participation in the labor force, which reached 42.2 percent in March 1973. About three-fourths of a million more wives under 35 years of age were in the labor force in March 1973 than a year earlier. Meanwhile, the labor force rate of black wives remains at a level considerably higher than that of white wives (54 and 41 percent respectively) and rates for both groups continue to rise. The differential between the two has not narrowed appreciably in the last 10 years.

Year	Wives' labor force participation rates		
	White	Black	Difference
1963	32. 7	44. 8	12. 1
1965	33. 6	46. 7	13. 1
1969	38. 6	51. 0	12. 4
1973	41. 2	54. 0	12. 8

Although the presence of young children in the family tends to inhibit labor force participation of mothers, participation rates of wives with preschool children have risen sharply. Since 1960, the rate for mothers whose youngest child was aged 3 to 5 rose by 13.2 percentage points to 38.3 percent, and the rate for those with children under 3 rose by about the same amount to 29.4 percent. Between March 1972 and March 1973 alone, labor force participation of mothers of children under 3 rose 2.5 percentage points, a rise equaled only once before in 13 years.

Multiple-Worker and Female-Headed Families

Not only are 46 percent of all wives under age 65 in the labor force, but many teenagers and young adults within family units are either employed or seeking work as well. In March 1973, for example, about 22 million husband-wife families had other family members in addition to the husband in the labor force, up from nearly 17 million 10 years earlier. In the majority (65 percent) of today's multiple-worker families, the wife was the only other labor force member.

An equally important development has been a rapid increase in the number of families headed by women. The number of female-headed families rose sharply by 415,000 to 6.6 million over the year ending in March 1973. The bulk of this increase occurred among those under age 35, with the largest portion (44 percent) attributable to divorce and separation. The labor force participation rate for women who head families remained steady at 53.2 percent in March 1973, just as it has done for many years.

To some extent, the rising number of multiple-earner families and families headed by women reflects the large increase in the population under age 35, a group with high average educational attainment, high occupational aspirations, and social and economic attitudes formed in the relative affluence of the past several decades. In March 1973, there were 46.3 million husband-wife families in the United States—an increase of half a million from a year earlier. Thirty percent of these families were headed by someone under age 35, an increase from 28 percent in 1969 and 26 percent in 1963. In families headed by women, the change has been even greater; the proportion of family heads under 35 has risen from 19 percent in 1963 to 30 percent in 1973.

Although the eventual impact of these developments on working habits and family life has yet to be measured accurately, the importance of their probable social and economic consequences is no longer entirely a matter for conjecture. Of particular interest to manpower specialists and policymakers are the anticipated characteristics of the labor market in which the burgeoning generation of young, multiple-worker families will have to seek employment in the years just ahead. These projected labor market characteristics are explored in a subsequent chapter, Changing Patterns of Occupational Opportunity.

2

MANPOWER PROGRAMS: MOVING TOWARD DECENTRALIZATION

MANPOWER PROGRAMS: MOVING TOWARD DECENTRALIZATION

A long step forward on the road to a decentralized and decategorized manpower system was taken in 1973. On December 28 the President signed into law the Comprehensive Employment and Training Act (CETA),[1] greatly advancing the Administration's aim of transferring the responsibility and resources for manpower programs to States and localities with minimal Federal direction of program design and operation. The transfer promises to reduce the fragmented manpower development efforts in which multiple projects—approximately 10,000 nationwide—are independently aimed at similar problems. Under the new legislation, elected officials will act as prime sponsors of comprehensive manpower programs for target populations in their jurisdictions. The latter may be comprised of a State, a city, a county, or a consortium of jurisdictions.

This chapter opens with a description of the Comprehensive Employment and Training Act of 1973 and proceeds to review the steps taken over the past year in preparation for the changes it mandates. Developments in the pilot Comprehensive Manpower Programs, conceived several years ago as experiments in manpower revenue sharing, are highlighted as well.

Clouding the Nation's manpower outlook is the energy shortage, which was commanding much attention as 1973 drew to a close. If the shortage persists, its manpower impact is likely to be of significant proportions, but its dimensions cannot presently be forecast. In the second section of the chapter, preliminary plans for obtaining information on its manpower effects and for dealing with them are outlined.

Critical 1973 developments in three programs of great importance to the well-being of the American labor force are presented next. Actions by State legislatures brought changed emphases to the longstanding Federal-State unemployment insurance program, notably a trend toward elimination of discriminatory provisions regarding women workers. The relatively new program to protect and promote occupational safety and health in industry rounded out a third year of experience under 1970 Federal legislation, with indications of a stepped-up demand for qualified experts as the pace of approvals of State safety and health plans quickened. And activities under the Age Discrimination in Employment Act brought relief to some workers who suffer from discriminatory attitudes and actions in the workplace.

The second portion of the chapter covers 1973 developments in manpower programs. National enrollment trends in categorical programs are described, along with the major characteristics of enrollees, and some limited data are offered on postprogram job placement rates and earnings. Overall, enrollments turned downward from the previous year, but placement rates and postprogram earnings rose with generally rising employment and wages and some changes in program clientele.

Although the Public Employment Program (PEP), authorized by the Emergency Employment Act (EEA) of 1971, is phasing out, public

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[1] The text of the act is printed as appendix B.

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service job-creation activities are authorized by the new comprehensive manpower legislation. Moreover, since PEP was the first large-scale federally funded manpower program to allow wide discretion and flexibility to State and local governments as program managers, the experience has obvious implications for the new, decentralized approach to providing manpower services. The second annual report to the Congress on activities under the EEA, comprising the chapter on The Public Employment Program in 1973, is therefore a significant part of the record of 1973 developments in manpower programs.

Programs for certain special groups—among them migrants and seasonal farmworkers—continue under national administration in 1974, as the transition to State and local control progresses in other areas of activity. Developments in these programs, along with special efforts for offenders and a recently concluded program for unemployed engineers, scientists, and technicians, are also described. Experience with the latter operation may be valuable should similar disruptions stem from the energy shortage. Subsequently, the results of the top manpower priority accorded Vietnam-era veterans are outlined. There are many indications that program efforts provided extensive assistance to veterans in accomplishing the transition to the civilian job market in 1973.

The final part of the year's program review is concerned with the Federal-State employment service system as it prepares for the task of improving employer services and its job placement record. Progress toward these goals was apparent in 1973.

The chapter concludes with a discussion of the important role of information programs in planning for and designing manpower programs and in directing policies affecting the labor market. Developments in the management information system and the labor market information program are described, especially as they relate to the ongoing changeover to decentralized planning and operation of manpower programs.

Policy and Legislative Developments

TOWARD A DECENTRALIZED MANPOWER SYSTEM

While the Administration took further steps in 1973 toward a decentralized manpower system, the Congress renewed its efforts to achieve comprehensive manpower reform.[2] Near the end of the session, the bipartisan Comprehensive Employment and Training Act of 1973 was passed, ending several years of controversy over the basic design of the Nation's manpower efforts on behalf of the disadvantaged and unemployed. The first of the President's proposals for decentralization of major social programs to win congressional assent, the legislation measurably advanced the Administration's initiative toward a change in Federal-State relationships, which was proposed early in its tenure as the "New Federalism."

Comprehensive Manpower Reform Legislation

The Department of Labor intends to implement the CETA in as many areas as possible during 1974. However, specific provision is made for a transitional period through fiscal 1974, during which programs financed under other authorities may be continued. The new law calls for making Governors and the chief elected officials of major cities and counties responsible for planning and operating manpower programs. Henceforth, they will decide on the mix of manpower services they will make available. Keyed to "economically disadvantaged, unemployed, and underemployed persons," the act authorizes the full range of manpower services, including transitional public service employment. It also provides special funding (under title II) for areas where unemployment is 6½ percent or higher for 3 consecutive months. While the legislation provides an open-ended authorization, it specifies that at least $250 million is to be set aside for title II activities in fiscal 1974 and $350 million in fiscal 1975.

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[2] The Manpower Development and Training Act, which has furnished authorization for Federal manpower programs since 1962, expired at the end of fiscal 1973. Thereafter, authority rested in part on a continuing resolution for funding programs and in part on the Economic Opportunity Act.

Up to 20 percent of the resources provided are made available to the Secretary of Labor to administer certain national programs (including, specifically, the Job Corps) and to discharge other assigned responsibilities. In determining how these discretionary funds are to be employed, the Secretary is enjoined to take into account the need for continued funding of programs of demonstrated effectiveness. The remainder—after subtraction of the title II funds and the portion needed by the Secretary—are for implementing comprehensive manpower program activities in States and localities (authorized under title I).

Title I funds are to be allocated as follows:

—Eighty percent to State and local prime sponsors to enable them to carry out comprehensive programs in their jurisdictions.[3] (One percent of this allocation is to be available to State prime sponsors for staffing and serving State Manpower Services Councils. Councils are to review State and local manpower plans, monitor program operations, and make annual reports to Governors.)

—Up to 5 percent to encourage combinations of units of general local government as prime sponsors to achieve organization along labor market area rather than strictly political lines. (Such allocations are to be decided upon in consultation with the appropriate Governors.)

—Five percent to provide grants to Governors for needed skill training in areas served by prime sponsors (to be obtained through State vocational agencies).

—Four percent to States for flexible manpower activities, e.g., labor market information, technical assistance to prime sponsors, special services in rural areas, and model programs for offenders.

—The remainder to be available for the discretionary use of the Secretary of Labor, especially in meeting "hold harmless" funding requirements.

Chart 8 shows how the $2.05 billion requested in the President's budget to implement the CETA in fiscal 1975 would be distributed.

Each State's share is determined on the basis of a weighted three-part formula: (1) Its percentage of the previous year's national manpower allotment (weight, 50 percent); (2) its share of national unemployment (weight, 37.5 percent); and (3) the relative number of adults in families with an annual income below the low-income level, defined as $7,000 as of 1969 with subsequent adjustment in accordance with increases in the Consumer Price Index (weight, 12.5 percent). The same factors—previous allotment (the "hold harmless" provision to prevent abrupt and disruptive changes), unemployment, and incidence of low-income adults—will determine the distribution among prime sponsors within States. However, no prime sponsor is to receive more than 150 percent of the previous fiscal year's allotment of funds to the area served. If, as a result of this limitation, the prime sponsor would receive less than 50 percent of the amount determined by the formula for the current year, his allotment would then be raised to the 50-percent level. A further provision would give prime sponsors at least 90 percent of the previous year's allotment, to be achieved by reallocating funds saved by application of the 150-percent maximum. If these are inadequate for the purpose, additional funds are to be drawn from the Secretary's title I discretionary funds.

Manpower services and activities authorized by title I include, but are not limited to, those presently associated with manpower programs, such as outreach; assessment of individual capacities and interests; referral to jobs, training, or other opportunities; orientation; counseling; education and skill training; on-the-job training; training subsidies for employers; supportive services; subsistence and expense allowances for enrollees;

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[3] The following are eligible for prime sponsorship: States (including the District of Columbia, Puerto Rico, the Virgin Islands, Guam, American Samoa, and the Trust Territory of the Pacific): any unit of general local government with a population of 100,000 or over; any combination of units of general local government which includes a unit of general local government of 100,000 population or over; and, upon determination by the Secretary of Labor, any unit or combination, without regard to population, which serves a substantial portion of a labor market or a rural area with high unemployment and has the demonstrated capacity to provide specially needed services. Certain existing Concentrated Employment Programs in rural areas may also be designated as prime sponsors.

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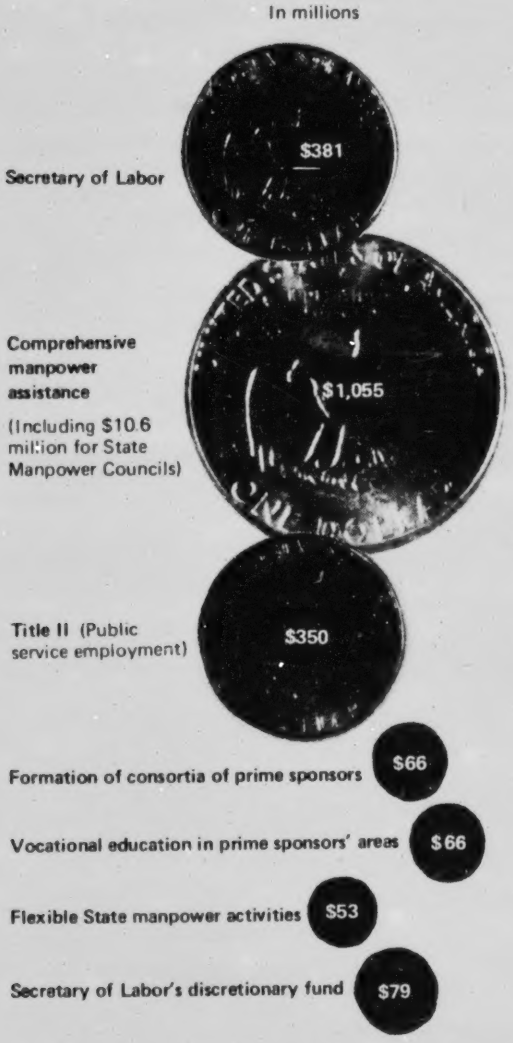
programs conducted by community-based organizations (referring, for example, to Opportunities Industrialization Centers, Jobs for Progress—frequently termed "SER," standing for Service, Employment, and Redevelopment—and Community Action agencies); and transitonal public service employment programs.[4]

CHART 8

THE $2.05 BILLION REQUESTED FOR CETA IN FISCAL 1975 WOULD SUPPORT COMPREHENSIVE MANPOWER ASSISTANCE, PUBLIC SERVICE EMPLOYMENT, AND OTHER MANPOWER ACTIVITIES.



Source: U. S. Department of Labor

Under title III, the Secretary is authorized to provide manpower services for special groups, including youth, offenders, persons of limited English-speaking ability, older workers, and other persons determined by the Secretary of Labor to have particular disadvantages in the labor market. As a result of Congress findings that Indians and Alaska natives, as well as migrant and seasonal farmworkers, are economically disadvantaged, the Secretary is specifically instructed to conduct programs for them. The Secretary is further directed to consult with the Secretary of Health, Education, and Welfare concerning "arrangements for services of a health, education, or welfare character" and to obtain the approval of the HEW Secretary when he arranges directly for the provision of basic education and vocational training.

The Secretary is also authorized to conduct research and demonstration programs, develop labor market information, evaluate manpower activities to guide policy and program decisions, operate a nationwide computerized job bank and worker-job matching program, and provide technical assistance and staff training to prime sponsors in order to improve program performance.

Newly required are the development of "preliminary data for an annual statistical measure of labor market related economic hardship in the nation" and of "methods to establish and maintain more comprehensive household budget data at different levels of living. . . ." A report to the Congress on labor market information activities and progress in developing economic hardship measures is due by the end of 1974.

All prime sponsors are to establish planning councils as nearly as possible representative of the client community and of community-based organizations, the employment service, education and training agencies, business, labor, and, where appropriate, agriculture. Councils will advise prime sponsors on program plans, goals, policies, and procedures and will help to monitor activities and provide for objective evaluations of programs as well. An annual comprehensive plan must be submitted to the Secretary by each prime sponsor (local plans also go to the Governor for his comment); it will be approved when the Secretary determines that it meets statutory requirements. (Subsequently, it can be revoked if he determines that the prime sponsor has failed to meet those requirements in carrying it out.)

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[4] Prime sponsors may use title II funds for these title I purposes, or conversely, title I funds for public service employment. Title II provisions are covered in the chapter on The Public Employment Program in 1973.

An important new feature of the manpower apparatus is a National Commission for Manpower Policy, established to examine national manpower issues and bring correctives to bear on "the lack of a coherent, flexible, national manpower policy." It will be composed of 17 members, of whom the President will appoint 11 who either are broadly representative of labor, industry, commerce, education, and the general public, are State and local elected officials involved with manpower programs, or are persons served by the programs. The remaining six members (serving ex officio) will be the Secretaries of five Federal departments—Labor; Health, Education, and Welfare; Defense; Commerce; and Agriculture—and the Administrator of Veterans Affairs. The chairman, appointed by the President from among the public members, will name an executive director, who will have a staff to assist him in serving the Commission as it:

—Identifies national manpower goals and needs and assesses the approach of human development programs, including many authorized outside the CETA, to these needs and goals.

—Conducts relevant studies, hearings, and research.

—Examines the effectiveness of federally assisted manpower development programs, whether or not they are implemented under the CETA.

—Evaluates major Federal programs aimed at achieving the objectives of manpower and related legislation, especially research and demonstration programs and training programs for occupational guidance, counseling, and placement personnel.

—Evaluates and makes recommendations to the Congress on a study of the impact of energy shortages on manpower needs (which the Secretary of Labor is required to submit to Congress by the end of March 1974).

First Steps in Implementing the Legislation

The first order of business for the Department of Labor upon passage of the legislation was its translation into operating programs. With the intention of rapidly converting categorical programs to the new design for manpower activities, several priorities were established:

—Immediate funding of operational planning grants in preparation for prime sponsorship to more than 100 newly eligible counties. (Such grants had already been awarded to many jurisdictions, as discussed in the following section.)

—Determination of areas eligible for title II funding and preparation of regulations governing implementation in the expectation of providing full funding to grantees by April.

—Providing funds by early June, using the title I formula, to those prime sponsors who wish to develop summer youth programs. (About $300 million will be made available.)

—Preparation of Federal regulations and of technical assistance and training materials for Department of Labor regional staffs and prime sponsors staffs to make possible the early startup of comprehensive manpower programs.

The accomplishment of a great many tasks in the short span of 6 months poses a real challenge. For title I alone, these tasks include: Determining eligibility for prime sponsorship; applying the allocation formula; approving proposed Federal regulations; approving multijurisdictional agreements; training a great many people at various administrative levels in the new ways of performing manpower functions; and reviewing and approving plans and applications drafted by prime sponsors. If the change had not been anticipated for several years and steps taken to prepare for it, the objective would be even more difficult to achieve.

Administrative Measures to Speed Decentralized Activities

Planning Grants. An early step toward bringing decisionmaking closer to the local areas where jobs and the people who need them are brought together was the funding of manpower planning positions on the staffs of elected officials. Begun in 1970, the process had been extended to 1,200 such positions with Governors and Mayors by the end of fiscal 1973. Early in the current fiscal year, some $7 million was allotted to planning grants for 34 additional cities and, for the first time, 161 counties with populations exceeding 150,000. These grants have helped the jurisdictions to prepare for the impending program grants by inventorying ongoing programs, establishing relationships with local Cooperative Area Manpower Planning System (CAMPS) councils, exploring possible cooperative arrangements with adjacent jurisdictions, and studying local manpower needs with a view to developing goals and priorities.

CAMPS, which since 1967 has brought together Federal departments and agencies for manpower planning purposes, had already been restructured (in fiscal 1972) to make it an advisory unit to Governors and Mayors and to Assistant Regional Directors for Manpower of the Department of Labor as well as other Federal agency officials. The Department of Labor, charged with negotiating and administering contracts for categorical manpower programs, has followed closely the advice of the CAMPS State and local Manpower Planning Councils.

Pilot Comprehensive Manpower Programs. During fiscal 1973, the concept of decentralization began to be tested in nine States and areas, where agreements were signed with Governors and Mayors to conduct pilot Comprehensive Manpower Programs (CMP's). The Departments of Labor and Health, Education, and Welfare and the Office of Economic Opportunity had started developing these projects late in 1971 in order to explore the feasibility of proceeding with manpower revenue sharing under then-existing legislation. Nevertheless, the CMP experience is germane to decentralization and decategorization under the new legislation, even though participating jurisdictions are not necessarily representative of the cities and States which will assume prime sponsor roles.

As shown in the accompanying listing, the pilot projects are widely dispersed and differ markedly in size and characteristics. In all cases, the initiative for a CMP project came from political leaders and their manpower administrators, with support from regional Manpower Administration staff.

Pilot Comprehensive Manpower Programs

CMP and geographical coverage	*Prime sponsor*	*1970 population (thousands)*	*Grants for fiscal 1974 (millions)*
Albuquerque:			
City of Albuquerque; Bernalillo County.	City of Albuquerque.	316	$2.7
Hartford:			
City of Hartford and 26 towns in Hartford and Tolland Counties.	City of Hartford.	670	3.5
Luzerne County, Pa.:			
Luzerne County. (Wilkes-Barre is largest city.)	Luzerne County Board of Commissioners.	342	2.1
Miami-Dade County:			
Dade and Monroe Counties.	Dade County Board of Commissioners.	1,320	5.3
Omaha:			
Cities of Omaha and Bellevue; Sarpy and Douglas Counties.	City of Omaha.	453	2.0
Seattle:			
King and Snohomish Counties and seven cities.	Consortium of chief elected officials in each of the nine jurisdictions.	1,500	7.6
New Hampshire:			
State.	Governor, Office of Manpower Affairs.	737	2.8
South Carolina:			
State; 10 planning areas. One city and five counties have populations over 100,000.	Governor, Office of Manpower Planning and Coordination.	2,590	12.7
Utah:			
State; seven multicounty planning districts. One city and four counties have populations over 100,000.	Governor, Office of Manpower Affairs.	1,200	4.3

These pilot projects are administering a combination of Manpower Development and Training Act and Economic Opportunity Act funds; grants range from slightly less than $2 million in Omaha to about $12.7 million in South Carolina. Local arrangements are as diverse as the variations in size, geography, and political structures of the areas covered would suggest.

A single example of how a CMP translated concept into reality is the experience of the Albuquerque pilot. The first to be developed, the project rests on a joint powers agreement between the city and Bernalillo County, each of which is governed by a commission. The 18 members of the Manpower Planning Council are jointly appointed by the city and the county to represent the citizenry rather than organizations and agencies. The city is the prime sponsor, with the Office of Manpower Programs carrying the responsibility for operations.

The initial core of the Albuquerque CMP was the Concentrated Employment Program (CEP), transferred from the local Community Action Agency (CAA) to CMP management. (The CAA nominates a third of the Council members.) The Public Employment and Work Incentive programs have since been brought under the CMP's aegis. The Job Opportunities in the Business Sector (JOBS) Program has been incorporated as well, and a major employer has signed an agreement with the CMP that places all his production openings under a JOBS contract, with the CMP paying for supportive services and the employer providing all the training. Training and education for CMP clients may be obtained either through a locally supported vocational-technical school (which has altered its admission and scheduling procedures to accommodate disadvantaged students) or in the MDTA skills center. The local public employment service (ES), the subcontractor for most manpower services, has been decentralized into five neighborhood centers, a step toward unified, one-stop manpower centers readily accessible to manpower program clients.

The Planning Council is organized around five functions: Public employment, private employment, adult training, youth training, and labor market analysis. The CMP staff is organized in much the same way, with a staff director for each of the five program areas to direct program operations under the guidance of the Council.

Data for the first 6 months of full operation indicate that the new way of handling manpower programs has produced a dramatic increase in the number of persons served and placed in jobs. Enrollments in the CMP reached more than twice the level recorded for categorical programs during 1972, and job placements nearly doubled. Unquestionably, a high degree of coordination among manpower agencies has been achieved and service to program clients streamlined through the five ES centers. However, the goal of significantly upgrading the jobs in which clients are placed is still to be met.

All nine areas with CMP projects have had experience with PEP (which helped set the stage for the pilots, particularly for the Utah CMP); all have had considerable experience with categorical programs; and six had functioning CEP projects with unified delivery systems at the time the CMP's were initiated. Planners who had been involved in CAMPS played leading roles in preparing CMP proposals.[5] But new planning councils were formed to serve specific political jurisdictions. CAMPS Planning Councils, keyed to differently defined areas, were not carried over, although some CAMPS members were included in CMP council memberships, and some CAMPS staff members found themselves in CMP administrative positions.

A review of CMP experience completed by the Department of Labor in December 1973 produced several findings which have implications for the general transition to decentralized and comprehensive programs under the CETA:

—Great diversity in State and local legal constraints was encountered, making consultations with legal advisers, Governors' offices, and city councils not only advisable but essential.

—Some planners tended to overstate the advantages of CMP in order to encourage formation of consortia of jurisdictions, while elected officials in areas with relatively little experience with categorical manpower programs tended to develop unrealistic expectations of future benefits.

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[5] For a description of the early experience in establishing CMP's, as well as of the evolution of at least a partial consensus on achieving State and local responsibility for planning and carrying out decategorized comprehensive manpower delivery systems, see Howard W. Hallman, *Pilot Comprehensive Manpower Program: Implications of Its Experience for Local and State Manpower Organization* (Washington: Center for Governmental Studies, October 1973).

—The planning process was most helpful when it was extended beyond allocation of resources among program activities to such concerns as determination of total resources available for operating a manpower system and clarification of the roles, relationships, and functions of major participants.

—Useful incentives for forming multijurisdictional consortia were found to include: Liberal representation of jurisdictions on planning councils and on CMP staffs; assurances of continuation of certain program activities despite consolidation; and, where the State was prime sponsor, agreement in principle to allot major cities their fair share of funds.

—Conversion from categorical programs to a comprehensive program proved to be time consuming and, in some cases, arduous. While elected officials generally welcomed decentralization and decategorization, the newness and experimental nature of CMP complicated the process. However, a climate was created in which diverse political jurisdictions were willing to work together to attain common manpower objectives.

National Programs in the Transition Period

During fiscal 1974, the process of converting the manpower administrative structure to the new pattern will be far advanced, although it probably cannot be completed until the following year. In planning for the conversion, the Department of Labor recognized (as does the new legislation) that certain manpower needs cannot be appropriately addressed through State and local prime sponsors but can best be served through nationally administered programs. Therefore, prior to passage of the CETA, about a fourth of all program resources were reserved for these purposes[6]—i.e., to meet Administration or congressional priorities, respond to national emergencies which disrupt employment patterns, handle the temporary interruptions in manpower services that may occur during the period of putting revenue sharing into operation, and serve special target groups (such as migrants and youth needing a residential program) who are unlikely to be adequately reached by State or local program sponsors.

Thus, the nationally administered Construction Outreach Program, which seeks equal employment opportunity for minority youth in the skilled apprenticeable trades (and includes upgrade training for journeymen), continues with the cooperation and contract services of national labor unions. Special services for migrant and seasonal farmworkers and for veterans (especially disabled veterans) and some activities for offenders also continue under national direction. The JOBS Program, operated in cooperation with the National Alliance of Businessmen (NAB), also remains a nationally run program through fiscal 1974.

Similarly, redevelopment area projects (in areas certified by the Economic Development Administration),[7] certain Operation Mainstream services, and the Job Corps are components of the complex of manpower activities administered from Washington in fiscal 1974. However, both Operation Mainstream and Job Corps are to be increasingly integrated with the decentralized system as it takes shape. Recently, Job Corps has been emphasizing the assignment of recruits to centers as close to their residences as possible. It is hoped that certain centers, serving largely local populations, can in time be operated as part of local comprehensive programs. However, a few centers will probably continue under Federal direction to serve multistate areas and to meet specialized training needs. Relocation of some centers to accommodate these new patterns is under consideration.

MANPOWER ASPECTS OF THE ENERGY SHORTAGE

Longstanding concern for the Nation's energy supplies prompted the President to propose legislation creating new administrative arrangements in mid-1973. Subsequent developments led him to say in early November that "we are headed toward the most acute shortages of energy since the Second World War" and call for immediate measures to conserve existing energy supplies and promote the development of new ones. Shortly thereafter the Federal Energy Office was established in the Executive Office of the President. Administration spokesmen stressed that every effort would be made to minimize disruptions of the economy in allocating available supplies among users and areas.

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[6] The WIN Program (discussed in another chapter) is, of course, also a nationally administered program with separate authorization and funding.

[7] Ultimately, the redevelopment area projects, which were authorized by the MDTA, will be replaced by activities under the new legislation.

Despite these efforts, it is generally agreed that the shortages have already helped to push the national unemployment rate upward. However, projecting the eventual impact of the energy shortage on employment is a difficult and complex undertaking. A possible counterbalancing factor in the longer run is that activities to increase fuel and gas supplies will create demands for workers, especially those with critical skills, such as engineers and skilled construction workers.

The first Federal regulations governing fuel allocations at the wholesale level gave certain industries—fuel and food production, public transportation, and such essential public services as police and fire protection—first claim on gasoline and middle distillate supplies. Other commercial users, including government and nonprofit agencies, are allotted amounts equal to their 1972 consumption. While such measures should minimize employment disruptions, it is apparent that some activities, especially auto production and those related to private travel and recreation, are likely to suffer.

In January, the President made a series of proposals to the Congress for dealing with the energy crisis. In recognition of the likelihood that some labor market areas will experience large unemployment increases despite efforts to minimize economic disruptions, these proposals reiterated an earlier request for higher benefit levels and expanded coverage of the unemployment insurance (UI) system. Specific recommendations to extend duration of UI benefit entitlements and expand coverage in areas experiencing significant increases in the level of joblessness were made in February. Thus, better protection would be provided for workers who may lose their jobs because of the energy shortage or for other reasons, while the economy would be more effectively armed against the secondary effects of their unemployment.

As part of the mobilization of Federal resources to cope with energy problems, an Energy Coordinating Committee was organized in the Department of Labor and a Coordinator of Energy Affairs was appointed. The first subcommittee named was assigned responsibility for identifying energy-intensive industries likely to feel the heaviest employment impact. Using techniques developed by the Bureau of Labor Statistics, this group will project the extent and nature of layoffs likely to occur.

By late January, the impact on the auto industry appeared potentially serious enough to warrant creation by the Department of a task force to develop an overall strategy to provide assistance to workers who had lost or would lose jobs as a result of the energy crisis. The task force is comprised of representatives of the Governors and State employment security agencies in four States—Michigan, Ohio, Illinois, and Indiana—as well as the appropriate regional office of the Department.

Meantime, the pace and scope of reporting on energy-related manpower developments by Department of Labor field offices was stepped up. The "early warning" system, which relays advance information on plant closings and other major layoffs through the network of public employment offices to Washington, is a key element in this system, along with unemployment insurance claims reporting. Early special reports, though reflecting only minor and spotty layoffs, confirmed expectations that the employment impact will vary considerably from industry to industry and from region to region. Early in 1974, the Secretary made a special plea to employers to help cushion the impact by giving advance notice of projected layoffs to the Department of Labor via State employment services across the country.

The new manpower legislation, with the provision for increased funding for areas of high unemployment, can be a valuable tool for dealing with the effects of the crisis. The act requires the Secretary of Labor to make a preliminary report of his findings and recommendations on the manpower impact of the energy shortage to the Congress by the end of March 1974.

DEVELOPMENTS IN UNEMPLOYMENT INSURANCE

The Federal-State unemployment insurance (UI) program is the principal source of income for most of the Nation's unemployed workers. In fiscal 1973, 5.8 million such workers received $4.9

billion in UI benefits. Among them were some only recently added by the Employment Security Amendments of 1970, bringing the number of workers now covered by the program to 67 million. Payment totals are likely to be somewhat higher in fiscal 1974 as the energy shortage causes layoffs in various industries and areas.

Throughout the four-decade history of the UI program, questions about which unemployed workers should be compensated, at what levels, and for how long have been at issue in both the national and the State arenas. A complex and varied body of State laws and administrative regulations has evolved in partial response to these questions, and has sometimes bred confusion and inequity. One concern focuses on the gaps in coverage which still remain, notably of farm employment. In 1973, Congress failed to enact the Administration's recommendations for establishing minimum Federal benefit standards for the program and for bringing farm-workers into the system, but changes were made in important areas by a number of State legislatures.

Benefit amounts were raised, disqualification and eligibility provisions modified, and coverage and financing altered. Especially noteworthy were, first, the elimination of provisions in a number of States that had the effect of discriminating against women and, second, the extension of coverage in some States to formerly excluded State and local government workers.

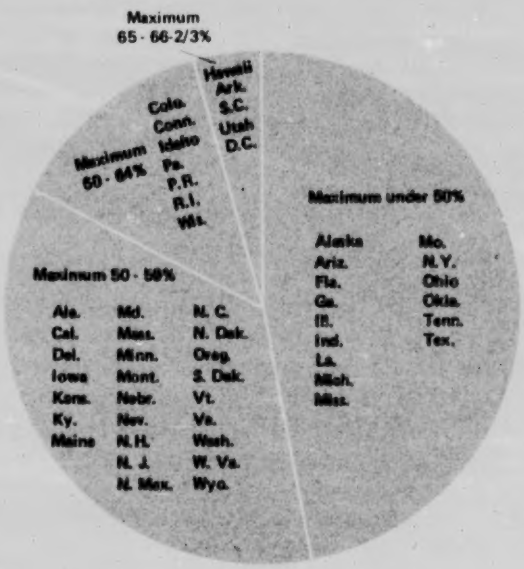
Benefits Raised

Nineteen States increased maximum weekly benefit amounts, while four raised weekly minimums in 1973. However, only four small States and the District of Columbia now substantially meet the President's goal of benefit maximums equal to at least two-thirds the average weekly pay of covered workers,[8] while an additional 31 States and Puerto Rico pay benefits amounting to 50 to 64 percent of average weekly pay. However, nearly 50 percent of the Nation's covered workers are in the 15 States with maximum weekly benefits of less than half the average weekly wage. (See chart 9.)

CHART 9

FEW WORKERS IN THE UI SYSTEM DRAW BENEFITS APPROACHING TWO-THIRDS OF WAGES.

Percent of Covered Employment by State Maximum Weekly Benefit Amounts[1]



[1] As percent of States' average weekly wages in 1972; benefit amounts from legislation enacted by Dec. 1, 1973.

Source: U.S. Department of Labor.

Numerous other changes affected the amount or duration of earnings on which benefits are based and the amount paid for each dependent.

Eligibility and Disqualifications Modified

The number of States which disqualify women for UI benefits during pregnancy was reduced from 38 in 1971 to 25 by the end of 1973, with 10 of these changes occurring since the start of the year. During the same timespan, 7 States removed prohibitions on paying benefits to individuals who leave work for reasons of marital obligation,[9] reducing the number maintaining the prohibition to

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[8] The goal was first stated in 1969 and reiterated in transmitting the proposed Job Security Assistance Act of 1973 to Congress.

[9] Usually, but not necessarily, women who leave jobs when child-care arrangements break down or to accompany a husband who moves.

15. These moves to eliminate sex discrimination doubtless reflect increasing national support for equal rights and opportunities for women. A 1972 Michigan ruling that the pregnancy provision violates the equal protection provisions of the U.S. and State constitutions also gave impetus to the revisions. In addition, the number of States which place restrictions on benefit payments to seasonal workers has been gradually declining over a period of years, reaching 13 in 1973.

Coverage Extended

Twenty-five States now provide UI coverage to most of their own employees, compared with only 11 in 1971.[10] A total of five States have brought employees of their political subdivisions under the UI umbrella, four now provide some coverage for domestic service workers in private homes, and four afford UI protection to some farmworkers.

On the other hand, a few States have moved to exclude specific kinds of workers, e.g., commissioned salesmen, temporary workers in political campaigns, and employees of international organizations.

Widespread changes in financing and administration were additional elements of the States' continuing effort to shape an equitable system for compensating the unemployed for wage losses.

MANPOWER ASPECTS OF OCCUPATIONAL SAFETY AND HEALTH PROGRAMS

Congress passed the Occupational Safety and Health Act of 1970 with the intention of reversing a rising rate of job-related deaths, injuries, and illnesses. Its implementation brought three new Federal agencies into being, the Occupational Safety and Health Administration (OSHA) in the Department of Labor, the National Institute of Occupational Safety and Health (NIOSH) in the Department of Health, Education, and Welfare, and the independent Occupational Safety and Health Review Commission. These agencies have hired nearly 2,000 persons to handle the research, inspections, enforcement, training, and administrative tasks entailed in improving occupational safety and health nationwide.

The act provided that States may set up and enforce their own occupational safety and health plans provided these plans are "at least as effective" as the Federal program. State plans are submitted to OSHA for approval. (More than 20 had been approved and 27 others were under review by the end of 1973; almost 4,000 individuals were employed in carrying out the 16 plans which were in active operation.)

The upsurge of activity in job safety and in protecting workers' health has led to a shortage of trained and experienced professional workers in the field. Although the shortage is not critical, it may intensify as Federal and State programs expand. Contributing to it has been the quickened interest of both business and labor in the safety and health of the work force; businesses, especially larger firms, are hiring increasing numbers of safety professionals to design and carry out programs, partly because labor groups have become more safety conscious. Agreements on action to correct unsafe and unhealthful conditions and guarantees of protection from future risks were introduced into a number of labor-management contracts negotiated in 1973.

Unions are also hiring safety directors to train workers in safe working practices and cooperate with management in insuring satisfactory working conditions. Further demands for professional safety personnel originate with insurance companies and consulting firms which are expanding safety and health services to clients seeking to avoid Federal and State penalties for job hazards. Furthermore, industrial hygienists and industrial doctors and nurses are in increased demand, as more and more research is focused on the cause and prevention of illness related to dust, noise, poor ventilation, heat, and fumes and inhaling or handling of toxic substances used in industry, especially in petroleum and plastics.

PROTECTING OLDER WORKERS

The Age Discrimination in Employment Act

The nearly 37 million persons between 40 and 64 years of age who were in the labor force in 1972 experienced a below-average unemployment rate. Yet when one of these older workers lost a job he or she often had above-average difficulty in finding new employment. Comprising approximately 41 percent of the work force, older workers are not only subject to relatively long spells of unemployment but they are also vulnerable to layoffs in periods of economic downturn, as employers seek to protect pension funds from the drain of retirements.

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[10] Federal legislation (enacted in 1970) requires coverage of workers in State hospitals and institutions of higher learning.

To mitigate the personal anguish of being turned away from the personnel office because of age and to encourage utilization of valuable human resources, the Age Discrimination in Employment Act was passed in 1967.[11] The aim of the act is to promote the employment of these experienced 40-through 64-year-old workers by prohibiting discrimination on the basis of age in hiring and job retention. It also seeks equity for them in compensation and other terms, conditions, or privileges of employment.

Private employers of 25 or more workers are covered by the Age Discrimination in Employment Act, along with employment agencies and labor organizations with 25 or more members. Federal, State, and local governments are not covered, although the Administartion in 1973 asked the Congress to extend coverage to State and local government workers, and the President has reaffirmed his commitment to assuring that age will not be a bar to a Federal job for which an individual is otherwise qualified.

The 1967 legislation bans the advertising of job openings in terms of age requirements, except where age is a bona fide occupational qualification reasonably necessary to the normal operation of a particular business.[12] Exceptions may also be made if differentiation is necessitated by the terms of a bona fide seniority system or employee benefit plan, provided they have not been adopted as a subterfuge to evade the purposes of the act. In no case, however, can a benefit plan be used to justify failure to hire job applicants between 40 and 64 years of age.

The act calls for conciliation and persuasion as the primary means of implementation. In fiscal 1973, voluntary compliance efforts changed discriminatory practices affecting 40,000 jobs; but where these efforts failed, the Department resorted to civil remedies and recovery procedures such as those used in enforcing the Fair Labor Standards Act.

During the year, administrative action brought findings of nearly $2 million in damages due to over 1,000 workers. Moreover, the Department has filed over 160 cases in the courts since the start of the program. Good progress in discouraging discriminatory advertising is reported. With workers increasingly hiring lawyers and taking allegations of age discrimination to the courts (and with favorable decisions the frequent outcome) accelerated activities under the act may be in prospect.

Manpower Program Emphases

Congress had also recognized the special needs of older citizens in 1965 by passing the Older Americans Act. The purpose of the act is "to make available comprehensive programs which include a full range of health, education, and social services to our older citizens who need them." Amendments in 1973 authorized an Operation Mainstream-type program aimed at providing community service employment for persons 55 and over with poor employment prospects. This authority has been added to the Department of Labor's comprehensive manpower account.

Among federally supported manpower programs, only Operation Mainstream has served older workers to an outstanding degree. Over the years, it has supplemented the inadequate incomes of many older persons—and given them a feeling of usefulness—by providing part-time jobs in social services and activities to improve the physical resources of communities. In fiscal 1973, over half the new enrollees in Mainstream were 45 years of age or older, but such workers were included in other programs in proportions well below their approximately 20-percent share of all unemployment. (See table 4 in the next section of this chapter.) However, with their newly acquired authority over manpower resources, officials in areas with concentrations of unemployed older workers are likely to enlarge program activities for them.

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[11] At the beginning of 1973, 34 States had laws prohibiting age discrimination in employment. They vary greatly with regard to minimum and maximum ages covered, exclusions and exemptions, types of practices prohibited, and penalties.

[12] In enforcing the act, the Department of Labor has construed this exception rather narrowly, e.g., relating to young people modeling clothes for teenagers.

Programs in Review: 1973

THE PROGRAM RECORD

Enrollment Trends

A decade-long uptrend in enrollments in manpower programs came to a halt in fiscal 1973. (See table 1.) New enrollments, which had reached 3.3 million in the previous year, fell to 2.9 million. Volume was lower in most programs administered by the Department of Labor, especially in the NYC in-school and summer programs, while the JOBS and PSC programs and PEP also contributed significantly to the downturn. Increases in some programs—WIN, NYC out-of-school, Operation Mainstream, Veterans Administration manpower programs, and the Department of Health, Education, and Welfare vocational rehabilitation program—were smaller than the decreases, yielding a net loss of 13 percent from 1972 to 1973.

The estimate of new enrollments in the current fiscal year is necessarily tentative because of the changeover from national categorical programs to State and local comprehensive programs under the new manpower legislation. In the first half of the year, enrollments in categorical programs ran slightly below fiscal 1973, and it seems likely, in the light of a projected sizable decline in other programs as well, that some further overall slippage is in prospect.

For fiscal 1975, however, the Administration's budget request of $4.8 billion indicates a significant upturn to more than 3.3 million new entries into federally assisted manpower programs. (See table 2.) Federal outlays for training, rehabilitation, and work-support programs are estimated at more than $3.3 billion, of which $1.9 billion is for implementing the Comprehensive Employment and Training Act (denoted as "Comprehensive manpower assistance" in the table).

Other substantial outlays for manpower and related activities are projected for job placement assistance and antidiscrimination efforts, including the public employment service ($663 million); for supportive services, including those for individuals in the WIN, AFDC, and vocational rehabilitation ($1.1 billion); and for program direction, research, and support ($150 million).

When enrollment trends are viewed from a point-in-time perspective, the 656,100 individuals on the rolls of programs administered by the Department of Labor at the end of April 1973 were 6 percent fewer than a year earlier, and the seasonal peak of 1 million at the end of July (when

TABLE 1. NEW ENROLLMENTS [1] IN FEDERALLY ASSISTED WORK AND TRAINING PROGRAMS, FISCAL YEARS 1972–74

[Thousands]

Program	Fiscal year		
	1972	1973	1974 (estimated)
Total	3,300	2,885	2,736
Comprehensive manpower assistance	------	------	[2] 1,166
Institutional training under the MDTA	151	120	------
JOBS (federally financed)	83	52	65
Other national OJT [3]	151	148	------
Neighborhood Youth Corps:			
In-school and summer	946	554	------
Out-of-school	65	75	------
Operation Mainstream	31	38	------
Public Service Careers	66	25	------
Concentrated Employment Program	85	69	------
Job Corps	49	43	45
Work Incentive Program	121	239	80
Public Employment Program	226	178	104
Veterans programs	89	107	118
Vocational rehabilitation	497	503	535
Other programs [4]	740	734	623

[1] Generally larger than the number of training or work opportunities programed because turnover or short-term training results in more than one individual in a given enrollment opportunity. Persons served by more than one program are counted only once.

[2] Estimated enrollments funded by appropriations under the Comprehensive Employment and Training Act of 1973; the JOBS and Job Corps programs are also funded under this legislation but are shown separately since they continue under national administration through fiscal 1974.

[3] Includes MDTA-OJT national contracts; the JOBS-Optional Program; and Construction Outreach, with 72,000 enrollees in fiscal 1973.

[4] Includes a variety of programs, of which by far the largest is Social Services Training for public assistance recipients funded under grants to States by the Social Rehabilitation Services Administration in the Department of Health, Education, and Welfare. Others are quite small; e.g., vocational training for Indians, provided by the Department of the Interior, and on-the-job training and work support in the Model Cities Program, run by the Department of Housing and Urban Development.

NOTE: Detail may not add to totals because of rounding.

SOURCES: Office of Management and Budget, Special Analyses, *Budget of the United States Government*, and U.S. Department of Labor.

TABLE 2. ESTIMATED OUTLAYS AND NEW ENROLLMENTS IN FEDERAL MANPOWER PROGRAMS, FISCAL YEAR 1975

Activity	Expenditures (millions)	New enrollees (thousands)
All activities	$3, 337	3, 318
Institutional training	785	958
Comprehensive manpower assistance	633	338
Work incentive program	50	32
Social services training	61	550
Other	41	38
On-the-job training	594	470
Comprehensive manpower assistance	302	386
Work incentive program	45	16
Veterans OJT	241	66
Other	6	2
Vocational rehabilitation	864	572
HEW vocational rehabilitation	770	554
Veterans vocational rehabilitation	94	18
Work support	1, 094	1, 318
Comprehensive manpower assistance	967	1, 235
Work incentive program	29	30
Other	98	53

SOURCE: Office of Management and Budget, *Special Analyses, Budget of the United States Government, Fiscal Year 1975.*

youth were enrolled in summer projects) was about a quarter of a million, or 20 percent, lower than the July 1972 level (see table 3). By late 1973, further declines had occurred in most categorical programs, declines that were only partially compensated for by initial enrollments in pilot Comprehensive Manpower Programs. Falling enrollments in PEP were, of course, related to the expiration of the temporary authorizing legislation. Except for the WIN Program, in which enrollments have advanced steadily since the conclusion of the shakedown period for the revised program near the end of 1972, and Operation Mainstream, other manpower programs reflected accommodations to budgetary uncertainties.[13] The prospect of transition to State and locally run programs also inhibited some program activities.

Having fulfilled their purpose as demonstrations, the Public Service Careers (PSC) Program, Plan B (employment and upgrading of the disadvantaged in Federal grant-in-aid programs) and Plan D (in the Federal service), began phasing down in fiscal 1973. Plan B terminated in December 1973 and Plan D is scheduled to end in June 1974. Both activities will continue, however—the former as an option in some local comprehensive programs and the latter under the sponsorship of the Civil Service Commission.

Among on-the-job training (OJT) programs, funding for the JOBS Program was revised sharply downward during fiscal 1973. Obligation of these resources, which provide Federal support to the training of disadvantaged workers by private employers, has lagged—partly because of high termination rates. The State-administered JOBS-Optional Program (JOP) has had difficulty in contracting for sufficient openings with employers, with marked variations among regions. However, an uptrend has marked enrollments in OJT under nationally administered contracts and the Construction Outreach Program. And Operation Mainstream had higher enrollments in 1973 than in previous years.

At the end of the fiscal year, 76 CEP projects were in operation—down from a peak of 82 in 1969. Four were terminated due to poor performance during the past year (and two were transferred to pilot CMP's). The enrollment decline from fiscal 1972 to fiscal 1973 reflected this reduction, as well as a funding cutback.

Job Corps funding was reduced for fiscal 1974 to $184 million. During 1973, six small, high-cost residential support centers were closed, and there was a cut of about 3,000 openings in overall capacity. The cutback is visible in the April–July enrollment decline. Funds to support volunteer activities in recruitment and tutoring were reduced, but resources for the successful union-run training and placement programs were augmented.

While NYC in-school and summer enrollments rose to a seasonal peak of only 340,200 in July 1973, well below that of earlier years, summer youth enrollments were buoyed by the use of over $100 million in PEP funds.

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[13] A freeze on funding and enrollments was imposed in the third quarter of fiscal 1973. Not until late in the year was it clear that there would be no appropriations legislation and that a "continuing resolution" would govern the entire year's activity. The same uncertainties prevailed in the first half of fiscal 1974.

TABLE 3. ENROLLMENTS AT END OF MONTH IN MANPOWER PROGRAMS ADMINISTERED BY THE DEPARTMENT OF LABOR, SELECTED MONTHS, 1968–73

[Thousands]

Program	April 1968	April 1970	April 1972	April 1973	July 1973	November 1973
Total	[1] 355. 3	455. 7	696. 4	656. 1	1, 003. 6	601. 4
Institutional training under the MDTA	60. 4	53. 7	61. 2	41. 5	41. 4	33. 5
JOBS (federally financed)		44. 5	25. 7	13. 4	13. 3	11. 3
JOBS-Optional Program (JOP), OJT [2]	38. 9	43. 5	65. 2	72. 2	79. 4	71. 3
Neighborhood Youth Corps:						
In-school and summer	131. 9	104. 6	126. 2	111. 4	340. 2	96. 5
Out-of-school	57. 6	33. 3	41. 2	38. 2	31. 2	26. 4
Operation Mainstream	9. 0	13. 0	21. 6	25. 4	24. 7	26. 7
Public Service Careers [3]	3. 8	4. 2	26. 8	21. 5	17. 1	14. 0
Concentrated Employment Program [4]	19. 8	53. 3	36. 4	25. 7	25. 2	21. 8
Job Corps	32. 5	20. 7	22. 8	22. 4	17. 1	19. 0
Work Incentive Program [4]		84. 9	121. 0	156. 7	174. 0	180. 2
Public Employment Program			148. 2	127. 2	238. 1	92. 8
Pilot Comprehensive Manpower Programs				. 6	1. 9	7. 9

[1] Includes Special Impact projects, not shown separately.

[2] Includes the MDTA–OJT program which ended with fiscal 1970 except for national contracts. The State-administered JOP began during fiscal 1971. Also includes Construction Outreach.

[3] Data relate only to New Careers segment until mid-1970.

[4] Exclusive of enrollees in "suspense," i.e., enrolled in other programs such as MDTA training.

NOTE: Detail may not add to totals because of rounding.

Characteristics of Enrollees

New priorities in Department of Labor programs were reflected in the changed proportions of women, blacks, and young people enrolled in fiscal 1973. Overall, the programs enrolled 44 percent women, up from 40 percent the previous year and more nearly in line with the 46 percent of all unemployed workers who were women in 1972. The WIN Program was the most significant factor in the relative increase; women welfare recipients accounted for 70 percent of those served by WIN, compared with 60 percent in fiscal 1972. Young women were also more heavily represented in NYC, rising from 43 to 47 percent of enrollees in the in-school and summer program and from 50 to 54 percent in the out-of-school program. (See table 4.)

The percentage of blacks enrolled in all programs slipped from 45 to 40 percent between fiscal 1972 and 1973. However, this minority was still enrolled in twice the proportions they constitute of all unemployed workers. Their percentages were off modestly in most programs, substantially in JOBS and other OJT, and sharply (from 45 to 35 percent) in the relatively small PSC Program. However, they gained appreciably among WIN participants (up from 36 to 45 percent) and slightly in NYC out-of-school, Operation Mainstream, and PEP.

New enrollments of Spanish-speaking individuals numbered more than 200,000 in fiscal 1973. They were fairly evenly represented among programs, ranging only from 10 percent of the enrollees in institutional training and in WIN to 18 percent among NYC out-of-school participants. Overall, they accounted for 13 in every 100 enrollees as they had in fiscal 1972, considerably above their proportion of all the unemployed.[14]

With smaller enrollment totals posted for NYC and a downturn in Job Corps enrollments, young people under 22 years of age accounted for a much smaller percentage of all program enrollments in fiscal 1973 than during the previous year. Whereas they had been 68 percent of the total, they were only 60 percent—still well above their 38-percent share of total unemployment.

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[14] Unemployment data are not regularly collected for this group. However, they comprise only about 5 percent of the population and, with relatively low labor force participation rates, probably account for an even smaller proportion of total unemployment, despite an above-average unemployment *rate*.

TABLE 4. CHARACTERISTICS OF ENROLLEES IN FEDERALLY ASSISTED WORK AND TRAINING PROGRAMS, FISCAL YEAR 1973

[Percent of total enrollees]

Program	Women	Blacks[1]	Spanish speaking	Age		Years of school completed		On public assistance[2]
				Under 22 years	45 years and over	8 years or less	9 through 11 years	
Institutional training under the MDTA	33	30	10	36	8	8	29	13
JOBS (federally financed) and other OJT[3]	25	26	15	36	7	11	31	10
Neighborhood Youth Corps:								
In-school and summer	47	48	14	100	---	19	76	37
Out-of-school	54	44	18	98	2	25	75	39
Operation Mainstream	34	20	14	2	52	42	27	20
Public Service Careers[4]	65	35	16	25	14	8	25	31
Concentrated Employment Program	45	58	16	46	5	12	42	16
Job Corps	26	59	12	100	---	28	63	40
Work Incentive Program	70	45	10	18	8	19	39	100
Public Employment Program	28	26	14	30	9	[5] 3	[6] 26	14

[1] Substantially all the remaining enrollees were white, except for 3 to 12 percent in each program who were American Indians, Eskimos, or Orientals.

[2] The definition o[illegible]lic assistance" used for these figures varies somewhat among programs [illegible]g., it may or may not include recipients of food stamps and "in kind" benefits). In the NYC program, it may relate to enrollees' families as well as enrollees themselves.

[3] Includes the MDTA-OJT program, which ended with fiscal 1970 except for national contracts and the JOBS-Optional Program, which began in fiscal 1971. Construction Outreach is not included.

[4] Data relate to only three of four program components.

[5] 7 years or less.

[6] 8 to 11 years.

Despite such changing patterns, the programs, for the most part, continued to focus on a poor population, one that is seriously handicapped in finding jobs. In additon to the welfare recipients newly enrolled in WIN, more than a third of NYC enrollees were from welfare families, as were 40 percent of Job Corps enrollees. Only in on-the-job training activities were as few as 1 in 10 enrollees on public assistance. Altogether, 85 percent of all enrollees met Department of Labor criteria characterizing them as "disadvantaged." [15]

Several programs included sizable proportions of enrollees who had only 8 or fewer years of schooling (over two-fifths in Operation Mainstream, a fourth or more in NYC out-of-school and Jobs Corps, and nearly a fifth in WIN). High school dropouts accounted for sizable majorities of enrollees in youth programs (NYC out-of-school, 75 percent, and Job Corps, 63 percent) and for proportions varying from 25 to 42 percent in all other programs. On the other hand, programs not targeted exclusively to the disadvantaged—institutional training, on-the-job training, PSC, and PEP—had a majority of high school graduates on their rolls, ranging up to 71 percent in PEP. (However, it is worth noting that repeated testing in research and development projects has shown that academic achievement for disadvantaged manpower program enrollees consistently lags several years behind the number of years of formal schooling completed.)

Postprogram Experience

Partly because of steady expansion in overall employment, fiscal 1973 saw a substantial increase in the job placement rate of persons leaving manpower programs which have the primary purpose of imparting new or improved occupational skills.

The overall proportion of terminees from seven programs who found jobs rose to 62 percent, from 52 percent in the preceding year; the number of both terminations and former enrollees employed decreased, but the former fell sharply, the latter only moderately. Data for 1973 are shown below:

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[15] For manpower program purposes, a disadvantaged person is a poor person who does not have suitable employment and who is either (1) a school dropout, (2) a member of a minority group, (3) under 22 years of age, (4) 45 years of age or over, or (5) handicapped. Members of families receiving cash welfare payments are deemed poor for purposes of this definition.

Program	*Terminations*	*Employed completers*	*Postprogram employment rate* [1]
All programs	437, 600	271, 400	[2] 62
Institutional training under MDTA	135, 500	77, 500	57
MDTA-OJT (national contracts)	27, 000	21, 000	78
JOBS	65, 000	34, 100	52
JOBS-Optional Program (JOP)	53, 600	29, 500	55
Public Service Careers	27, 100	18, 500	68
Concentrated Employment Program	81, 000	53, 000	65
Job Corps	48, 400	[3] 37, 700	78

[1] Rates include only persons known to have jobs, against a base that includes some whose status was unknown.

[2] Excludes the Work Incentive Program, in which participants are placed in jobs while still in the program, rather than upon completion. Also omits the Construction Outreach Program, which exposes many minority youth (about 63,300 in fiscal 1973) to preparation for formal apprenticeship in order to move a relative few (about 20 percent) into apprenticeship slots.

[3] Includes enlistments in the Armed Forces and returns to school.

A program which registered strong performance gains was CEP. As a result of a small decline in terminations and an increase in the number of enrollees who obtained jobs in the posttraining period, the placement rate for fiscal 1973 was 65 percent, 20 percentage points ahead of 1972. With the exception of State and nationally administered OJT under the MDTA, all programs showed some improvement in postprogram employment. The placement rate for JOP remained stable at 55 percent, while the rate in the nationally administered OJT program slipped slightly from 80 to 78 percent—still a rate equaled only by Job Corps.

Data on average hourly earnings in postprogram jobs, available for only four programs for both fiscal 1972 and 1973, show an upward movement. (See table 5.) The general rise in wage levels was undoubtedly a factor, and shifts in the occupational composition and geographic distribution of the training courses or in the characteristics of trainees may also have contributed.

Increases in average hourly earnings between the 2 years ranged from $1.05 for former enrollees in national OJT projects down to only 9 cents for trainees who got jobs after going through CEP and 7 cents for those who had been in PEP. OJT completers were earning $4.21 an hour, while those placed following PEP participation had average hourly earnings of $3.46 and those from CEP, which serves enrollees with multiple job problems, $2.33 per hour. Former classroom trainees, with an intermediate average increase of 27 cents an hour, were earning $2.76 per hour in their

TABLE 5. AVERAGE HOURLY EARNINGS ON FIRST POSTPROGRAM JOB OF PERSONS COMPLETING SELECTED MANPOWER PROGRAMS, FISCAL YEARS 1972–73

Characteristic	MDTA training				CEP		PEP		JOP [1]	
	Institutional		On-the-job							
	1972	1973	1972	1973	1972	1973	1972	1973	Entry, 1973	Upgrade, 1973
All trainees	$2. 49	$2. 76	$3. 16	$4. 21	$2. 24	$2. 33	$3. 39	$3. 46	$2. 56	$3. 15
Sex:										
Men	2. 75	3. 05	3. 44	4. 54	2. 38	2. 54	3. 54	3. 57	2. 71	3. 27
Women	2. 23	2. 36	2. 12	2. 74	2. 03	2. 06	3. 04	3. 14	2. 14	2. 62
Race or ethnic group:										
White	2. 55	2. 84	3. 27	4. 37	2. 14	2. 28	3. 50	3. 56	2. 59	3. 16
Black	2. 32	2. 55	2. 71	3. 60	2. 28	2. 33	3. 23	3. 29	2. 53	3. 11
Spanish speaking	2. 25	2. 63	2. 96	4. 11	2. 23	2. 43	3. 06	3. 18	2. 43	3. 04
Age:										
Under 22 years	2. 27	2. 53	2. 77	3. 00	2. 15	2. 24	2. 78	2. 92	2. 40	2. 77
22 to 44 years	2. 57	2. 86	3. 26	4. 37	2. 31	2. 41	3. 33	3. 59	2. 65	3. 22
45 years and over	2. 71	2. 81	3. 41	4. 85	2. 15	2. 17	3. 38	3. 40	2. 50	3. 38

[1] Data not available for 1972.

posttraining jobs. Data for 1973 show that former enrollees in the upgrade component of JOP were paid an average of $3.15 per hour and those in the entry component, $2.56 per hour in the postprogram period.

Men earned consistently more than women who completed the same program during fiscal 1973. The largest differential was $1.80 an hour, reported for the national OJT program; however, women are present in this program in relatively small numbers. The smallest differential, 43 cents, showed up in PEP. Moreover, the earnings range among the programs was narrower for women than for men. There was a $2.00 difference between the average hourly earnings of men completing OJT ($4.54) and of those from CEP ($2.54), while women's earnings ranged only from $3.14 for those who had been in PEP to $2.06 for CEP completers, a difference of $1.08.

Whites tended to earn more than either blacks or Spanish-speaking Americans. Only in CEP did both black and Spanish-speaking trainees secure somewhat higher paying jobs than whites. In fiscal 1973, the Spanish speaking outdistanced blacks but lagged behind whites in both the institutional and the OJT programs. On the other hand, in both components of the JOP program and in PEP, blacks had higher hourly postprogram earnings than Spanish-speaking Americans.

NATIONAL PROGRAMS FOR SPECIAL GROUPS

All manpower programs administered from the national office were reappraised in 1973 in the course of planning for an orderly transition to decentralization. As the new legislation recognizes, nationally designed and administered programs will continue to provide the most appropriate responses to the problems of some special groups. Moreover, a Federal capability must be maintained to deal with the occasional disruptions in employment patterns which arise from such natural disasters as 1972's Hurricane Agnes or which may occur in some areas as a result of the current energy shortage. Two ongoing programs, for farm migrants and criminal offenders, are briefly described in this section, and a special effort for unemployed engineers, scientists, and technicians undertaken in 1971–73 is reviewed and evaluated. In addition, wide-ranging activities on behalf of Vietnam-era veterans are discussed.

Migrant and Seasonal Farmworkers

Conducted by the Department of Labor since 1971, the pilot National Migrant Worker Program marshals the resources of a number of agencies to give support services to migratory farmworkers. Individual projects have helped such workers (and their families) who want to leave the migratory stream for more stable, year-round employment. During fiscal 1973, about $6 million was obligated for ongoing projects in Indiana, Utah, Idaho, Wisconsin, and Ohio and for new projects in California, Texas, and Illinois. Projects were also operating in four other States using unexpended funds from the previous year. Over 3,800 persons were enrolled during fiscal 1973.

The Office of Economic Opportunity initiated migrant and seasonal farmworker programs in 1965.[16] With their transfer to the Department of Labor in August 1973, the Department's attempts to relieve the serious poverty and multiple employment problems of seasonal farmworkers assumed new dimensions. A total of $42.5 million is authorized for the programs in 33 States in the current fiscal year, and a task force is now reassessing the Department's responsibilities to the estimated 4 million people (workers and families)[17] who derive the majority of their income from seasonal agricultural labor.

Under the CETA, the Secretary of Labor will reserve nearly $53 million in fiscal 1975 for programs addressed to the problems of this group, since the Congress found that "chronic seasonal unemployment and underemployment in the agricultural industry . . . constitute a substantial portion of the Nation's rural manpower problem and . . . affect the entire national economy." The legislation includes a formula for determining the proportion of CETA resources to be expended on programs for migrant and seasonal farmworkers and directs that the activities may include, but are not limited to, the comprehensive services spelled out in title I (and listed earlier in the chapter).

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[16] Funded under title III of the Economic Opportunity Act.

[17] The number of workers in this group is estimated at slightly over 1 million, of whom 180,000 are in the migratory stream.

In the interim, while planning for implementing the new legislation goes forward, the family approach and broad-scale services provided by the former OEO program are being maintained. Those services include day care, high school equivalency instruction, self-help housing, and emergency food, medical, and legal services, in addition to manpower efforts. For the time being, guidelines and regulations formulated by OEO will continue to govern the operations of grantees who provide services in the transferred programs. The majority of these sponsors are private nonprofit agencies controlled by boards comprised mostly of farmworkers. Others are institutions of higher learning and public agencies.

Two evaluation studies in progress (one focusing on the National Migrant Worker Program and one on the former OEO activities) should help in determining future program directions. In seeking a more coordinated and comprehensive approach to the needs of farmworkers, those responsible for mapping plans will observe two guidelines: Equitable distribution of available resources according to the geographic locations of farm populations and concentration of resources in the most effective program areas.

Correctional Programs

Since passage of the Manpower Development and Training Act, the Departments of Labor; Health, Education, and Welfare; and Justice have conducted research on the employment problems of the approximately 3 million persons who pass through the criminal justice system in the course of a year. Program models aimed at job rehabilitation have been developed and tested by these agencies, which have then turned them over to State and local sponsorship more and more frequently in recent years—a trend which is likely to be sustained as States and localities gain increased control over manpower resources.[18]

Many of the correctional manpower initiatives developed by the Department of Labor with nationally administered funding are now supported wholly or partly by other resources. For example, experimental models of coordinated job placement services for ex-prisoners have been adopted by Pennsylvania, Oklahoma, Georgia, Massachusetts, and Arizona. The models involve the creation of "correctional desks" in State employment security agencies and in metropolitan area public employment offices to coordinate the efforts of counselors, job developers, and community aides in working with inmates and those recently released.

Pretrial intervention is taking a similar course. Two demonstration projects which pioneered in the area of providing manpower services to young first-time offenders before their trials have been taken over and expanded by local sponsors. Most of the nine additional pretrial intervention projects supported by the Department of Labor also have favorable prospects for local funding.

Many of the skill-training projects for inmates previously funded through the national MDTA account are now receiving full State and local backing. Others are being continued under regional office supervision with funding variously drawn from the MDTA State-apportioned and national accounts. Efforts are also underway to obtain State and local sponsorship for nationally supported special projects involving Spanish-speaking offenders in Colorado and New Mexico.

Fidelity bonding for workers with police records is the most decentralized of the services currently available to offenders. The Federal Bonding Program is now available in each of more than 2,200 local public employment offices. Although the number of people bonded has been small (about 4,300), bonding has been the key to finding a job for them.

Evaluations of previous correctional manpower activities and the imperatives of an era of decentralization have encouraged increased attention to program coordination in the States and localities. Comprehensive manpower programs for offenders are now functioning in Florida, Illinois, Maryland, Michigan, New Jersey, North Carolina, South Carolina, and Texas under the supervision of the respective Governors. These States are in the process of examining the diverse needs of their criminal justice systems and of developing innovative demonstration projects. Although their endeavors vary somewhat, each is attempting to bring together the services of all existing offender programs, whether sponsored by public or private agencies, and to foster institutional change in the criminal justice system itself. Under planning grants from the Department of Labor, the eight

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[18] For a more complete description of these programs, see the *1973 Manpower Report*, pp. 39–40; the *1972 Manpower Report*, pp. 70–72; and the *1971 Manpower Report*, pp. 54–58.

States have prepared detailed assessments of the need for manpower and related services by all groups in the offender population. The approach has the potential of achieving better use of State work-training and release laws and modification of State personnel systems to allow hiring of ex-inmates.

Additional efforts to increase the effectiveness of the correctional manpower program in the past year have included the development by the Department of Labor of new program models for special groups of offenders—drug addicts, youth, older workers, the Spanish-speaking, women, and welfare recipients.

Technology Mobilization and Reemployment Program

After substantially meeting its objective, a 2-year special effort to mitigate the employment problems of specialized technical personnel who lost their jobs as a result of the 1971 downturn in the aerospace and other defense-related industries ended in June 1973. At a cost of about $28 million (considerably less than the $42 million initially allotted for the program), the Technology Mobilization and Reemployment Program (TMRP) helped many engineers, scientists, and technicians to become reemployed. During the life of the program, more than 53,000 unemployed individuals registered with State ES agencies for TMRP services, including interviewing, counseling, and referral to jobs. About 34,000 of them were known to be reemployed when the TMRP ended.[19]

A majority (59 percent) of the registrants were engineers; 5 percent were scientists and the remainder technicians. For the most part (75 percent), they were 35 years of age or older, and nearly half (44 percent) were 45 or over. Practically all had some post-high school education or training and three-fourths held at least a bachelor's degree. Most (82 percent) earned $10,000 or more in their aerospace or defense jobs, with about a third at the $15,000 level or higher. As jobseekers, they had both advantages and disadvantages—the advantages of education and experience and the disadvantages of being, in the eyes of many employers, beyond the age preferred for new hires and too likely to be recalled to aerospace employment. Much of the TMRP effort was therefore devoted to combating age discrimination and to increasing the interindustry mobility of aerospace/defense workers. To accomplish this, several approaches were employed.

Job promotion and development units were established in local public employment offices in 23 areas with serious unemployment problems for defense and aerospace workers. (The list of locations includes names long associated with aerospace and defense such as San Diego, Cape Kennedy, Seattle, Wichita, and Huntsville, Ala.) In addition, all States were allotted funds to appoint a specialist to handle requests from local offices for relocation assistance, job search grants, and retraining for TMRP registrants. Job search grants (averaging approximately $190) were provided for 4,900 persons to explore specific job openings away from their home areas, and relocation grants (averaging about $620) given to over 2,000 registrants. These alternatives were especially useful in hard-hit, single industry areas.

Training (both on-the-job and short-term institutional) was used as a means of accelerating reemployment of 4,500 registrants. OJT (at an average cost of $1,165 per participant) influenced employers to hire applicants, especially those in the upper age group, whom they would not otherwise have considered. And many of the short courses which emphasized skill conversion (at an average cost of $1,785 per enrollee) were tailored to industries and occupations offering ready reemployment for engineers. Identification of appropriate training areas was facilitated by a study conducted for the Department of Labor by the National Society of Professional Engineers (NSPE).

Other components of the program included workshops in job finding conducted by the American Institute of Aeronautics and Astronautics; organized mutual job-finding assistance by unemployed volunteer registrants who used space and equipment supplied by State ES agencies; and the National Registry for Engineers, which predated TMRP and was maintained in California under the direction of the State Department of

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[19] No estimate is available of the dimensions of unemployment among engineers, scientists, and technicians during this period. The unemployment *rate* for engineers alone was back to a characteristically low 0.8 percent early in 1973 after reaching 3.7 percent 2 years earlier. A mid-1971 study by the National Science Foundation had reported an unemployment rate of 6.8 percent for engineers in the aerospace industry. And the National Society of Professional Engineers estimated that in March 1972 there were 92,500 unemployed professional and technical workers in the aerospace/defense industry.

Human Resources Development with the cooperation of the NSPE. In addition, the National Science Foundation was commissioned to administer 1-year internships in Government-sponsored laboratories for young, unemployed scientists and engineers with advanced degrees. Well over 500 of these internships were awarded.

Designed as a response to a temporary emergency, TMRP has provided a valuable experience in handling industry-specific layoffs. The program has demonstrated how a variety of manpower resources can be mobilized and concentrated to address a particular goal, and the benefits resulting from job search and relocation incentives suggest that they should continue to be available as tools for discretionary use. Studies are underway to determine their relative cost in comparison with other forms of assistance (for example, unemployment insurance benefits).

The experience also suggests the feasibility of extending to other occupational categories such TMRP innovations as making extensive use of long-distance telephone calls on behalf of individual jobseekers and supplying materials, facilities, and equipment for the use of local volunteer groups.

Priority Services for Vietnam-Era Veterans

Public agencies have continued to accord top priority in manpower services to Vietnam-era veterans, and a number of nongovernmental organizations have lent their support to the goal of easing the transition of new veterans to civilian life.[20] In a joint undertaking, the publicity campaign conducted by the Advertising Council (a private agency) for Jobs for Veterans (a public/private program) was prolonged in 43 areas of 25 States where unemployment rates for this group continue high. The current focus of the effort is on younger veterans and on those who are disabled.

Easing the Adjustment. The crisis of adjustment to the civilian job market appears to have eased appreciably for returning servicemen: in 1973, the 5.2-percent unemployment rate for Vietnam-era veterans approximated that of nonveteran men in the same 20-to-34-year age group. In fact, at the close of 1973 the rate for both veterans and nonveterans had dropped to about 4.0 percent, the lowest level in more than 3 years. On the average, 5.3 million Vietnam-era veterans were in the 1973 labor force, 435,000 more than in 1972. All of the increase was in employment, while average unemployment dropped below 300,000, mirroring the strong expansion in the Nation's job market.

The jobless rate for younger (20- to 24-year-old) Vietnam veterans continued to outrun not only the rate for older veterans but also that for their nonveteran counterparts. At an average 8.9 percent during 1973, it exceeded the latter by 2.1 percentage points. However, near the end of the year their unemployment rate was down to 7.6 percent, compared with 6.9 percent for nonveterans in the same age group. Their numbers (1.6 million), as well as their proportion of all Vietnam-era veterans (25 percent), have been declining with the slowing of military discharges and the aging of the group in question. Discharges peaked in 1968–71.

The 1973 unemployment rate for veterans who are black or members of other minority races was 8.4 percent, nearly double the rate for white veterans but not materially different from the 8.6 percent characterizing nonveterans of the same ages and racial backgrounds. Disabled Vietnam-era veterans also have serious unemployment problems. According to the Veterans Administration, they number over 350,000, of whom an estimated 300,000 are in the labor force and may have special needs for manpower services.

The fiscal 1973 record of Federal assistance to these young men [21] seeking civilian jobs and careers includes new enrollments of 525,900 in education and training under the GI bill. Of these, 270,600 were pursuing college courses and the remainder were in technical and vocational programs or in on-the-job/apprentice training. The public employment service made 395,000 placements of Vietnam-era veterans (as well as 219,000 placements of veterans of earlier periods of service) aided by the mandatory listing of job vacancies by Federal contractors, discussed later in the chapter.

Members of the National Alliance of Businessmen found jobs for 232,000 returning servicemen in private industry, and the Civil Service Commission channeled 84,100 Vietnam-era veterans into the Federal service. Another 139,900 were enrolled in federally supported manpower programs.

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[20] A Vietnam-era veteran is one who served in the Armed Forces after Aug. 4, 1964. For a detailed description of the employment problems faced by returning servicemen and the varied kinds of assistance available to them, see Sar A. Levitan and Karen Cleary, *Old Wars Remain Unfinished: The Veterans Benefit System* (Baltimore: The Johns Hopkins University Press, 1973), pp. 105–161.

[21] Only about 2 percent of Vietnam-era veterans are women.

An additional component of the "package" offered to the roughly quarter of a million servicemen who resumed their civilian roles in 1973 was the Transition Program, aimed at preparing men for civilian jobs in advance of their release. This program, which has been sponsored by private industry, the military, the Department of Labor's MDTA training program, and other Federal agencies, is phasing out in fiscal 1974. However, in 1973 counseling and/or vocational training were offered to 103,900 servicemen at military installations in the United States, while others received job counseling overseas.

Overseas counseling programs to acquaint soldiers, sailors, and airmen with postdischarge opportunities for education, training, and employment assistance were continued by the Department of Labor in 1973. Counselors met with nearly 135,000 servicemen in the Far East and Europe, mostly in group sessions.

This array of activities makes up the coordinated President's Veterans Program, which was initiated in 1971. The program has been extended into fiscal 1974 with the added goals of making special efforts to help younger veterans and those who are disabled or members of minority groups. In addition, a study of the program has been undertaken by the Department of Labor. Its objective is to determine more specifically the needs of these three groups for manpower services in fiscal 1975 and to suggest appropriate approaches and program mixes for the several agencies involved.

Another program to help veterans find jobs is run by an arm of the AFL-CIO, the Human Resources Development Institute (HRDI), under a $4 million contract with the Department of Labor. For 3 years, HRDI has been developing jobs for the disadvantaged, serving Vietnam-era veterans (as well as welfare recipients and criminal offenders) who have few skills and little work experience to offer employers. Working through 55 offices throughout the country, the Institute placed more than 2,300 young veterans in 1973, in jobs paying an average of $3.70 an hour. Four-fifths of them were union jobs at an average of $3.79 per hour.

In addition to manpower services, income support in the form of unemployment compensation is available to ex-servicemen during the readjustment period, by virtue of their military service. In fiscal 1973, $234.5 million was paid to 246,000 veterans.

Disabled Veterans. American society feels a special responsibility for its members who were disabled in the course of their military service. Vietnam-era veterans evaluated as having a 30-percent or greater disability and who will be able to hold a job after training are eligible through the Veterans Administration for vocational rehabilitation services with a specific employment goal. Those with less than 30-percent disability may still receive training at the discretion of the VA counselor who assesses need. In fiscal 1973, 9,400 trainees entered the vocational rehabilitation program, bringing the total for the Vietnam war period to 52,000.

Of the 29,500 disabled veterans in the program during the year, 21,000 were in colleges and universities, 6,600 in trade and technical schools and special rehabilitation facilities, and 1,900 in individual on-the-job training and on-the-farm programs. Each service-disabled veteran in need of training is helped through counseling to select a future educational or vocational objective; he is given continuing assistance by a vocational rehabilitation specialist in completing his training program and securing employment.

The VA reaches many men while they are still in military or VA hospitals to begin intensive testing and counseling, as well as individualized programs of therapy and training. Additional numbers are referred by State vocational rehabilitation agencies when their veterans' eligibility is established. While other veterans in school or in training receive only the stipend to which they are entitled, disabled veterans receive full payment of expenses in addition to subsistence allowances. VA rehabilitation specialists use the job placement services of a number of public agencies—particularly the employment service, which must, by law, give top priority to disabled veterans. (In the course of discharging this responsibility, the ES is employing about 150 disabled veterans who are serving their peers under a New Careers manpower program contract.)

This year an intensive effort is being made to provide suitable and rewarding jobs for service-disabled Vietnam-era veterans who need employment assistance through a cooperative venture by the National Alliance of Businessmen, the Department of Labor, and the Veterans Administration. The VA is sending these veterans letters offering job placement and training assistance, in hopes of providing either job referrals or individually developed training plans to respondents.

NEW PERSPECTIVES FOR ES

As the public employment service (ES) observed its 40th anniversary in the summer of 1973, its nearly 2,500 local offices were stressing the primary goal of achieving a higher quality and more efficient job placement service by reemphasizing the service's core function as a labor exchange. To do so effectively, it is generally conceded, local offices must give better service to employers and make more and better labor market information available to job applicants, including unemployment insurance claimants.

Placements in 1973

The volume of nonfarm placements made by the employment service in fiscal 1973 turned sharply upward, reaching nearly 4.6 million, a 26-percent rise over fiscal 1972.[22] That year, in turn, had shown a smaller increase over 1971, marking the reversal of a persistent downtrend from totals of better than 6 million in the early and middle 1960's. Although the number of placements achieved derives from many factors, it is not surprising to find that the trend in numbers of employer contacts initiated by the ES closely parallels that for placements. Such contacts showed a decline beginning in 1962, reached a low point in 1970, then nearly doubled by 1973.

Achievement of a higher quality job placement service cannot, of course, be measured solely in terms of numbers of placements made, since other important considerations intervene, including both the nature of the jobs obtained for clients and the characteristics of the job applicants served. There are several indications that quality has not been sacrificed to quantity, however. In fact, placement in short-term casual (less than 3-day) jobs declined from 33 percent of the total in fiscal 1971 to 30 percent in 1972 and to 27 percent in 1973. Similarly, the proportion of placements in better paid professional, technical, and managerial jobs rose from 3.5 percent in 1971 to 4.5 percent in 1973, while the share in what are generally considered less desirable domestic service jobs declined by 3 percentage points to 5 percent.

The 4.6 million nonfarm jobs filled through the ES by 2.8 million workers in fiscal 1973 paid an average starting wage of $2.72 per hour, well above the Federal minimum wage of $1.60. The record is impressive when viewed in the light of the ES obligation to emphasize service to the poor, minorities, migrants, welfare recipients, and other groups with special employment problems. In fact, placements of disadvantaged applicants increased at a faster rate in 1972 and 1973 than did all placements. While placements of all jobseekers rose by 14 percent between 1971 and 1972 and by 28 percent the following year, those of disadvantaged individuals advanced 22 percent and then 32 percent. ES job finding for Vietnam-era veterans has also been marked by rapid gains; their placements increased by 70 percent between 1971 and 1972 and then rose another 19 percent in 1973.

Developing ES Tools

In 1973, the employment service worked at upgrading employer services, revising and adapting testing and counseling techniques, undertaking measures to facilitate access to ES offices and services, and strengthening its management system while further computerizing its job placement service.

Better Employer Services. In 1972, 937,000 firms used the ES, submitting 6.7 million nonfarm job orders. The drive to increase the numbers of both users and job orders (to 975,000 and 8.5 million within the next few years) will involve promotional visits and telephone contacts with all major firms in communities served by public employment offices, mass media advertising, publicity in trade and professional journals, and participation by the ES in area industrial planning and development.

In addition, direct assistance given employers in screening and selecting workers and in preparing job descriptions should be increased. Another important service is the provision of local, area, and national labor market information. Beginning in late 1973 and continuing into 1975, training meetings are being held for ES employer services staffs to identify problems and draw up action plans to improve employer services.

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[22] Placements in farm jobs totaled 2.2 million in fiscal 1973, down from 2.7 million in fiscal 1972, continuing a consistent trend resulting from improved farm technology.

Recommendations of the National Employers' Committee for Improvement of the State Employment Services will be implemented in six test cities during fiscal 1974. In each of the cities, a team of area, State, regional, and national office personnel, with consultative assistance from the Employers' Committee, will endeavor to build a model of strengthened employer services and placement operations which could be used eventually to restructure ES operations in other areas.

At the same time, another new approach, developed in a successful 2-year test project, is being introduced in 20 areas in 10 States (one State in each of 10 regions). In the testing phase of this project, employer problems in the selection and hiring of workers were identified and the local ES responded with assistance tailored specifically to those problems. The result was greatly increased employer use of ES. If such dividends continue in the 20 areas and if the model based on the Employers' Committee recommendations is successfully developed, the two compatible approaches may be adopted in many localities.

The drive to improve employer services and increase placements will not be permitted to diminish the ES commitment to serve the complex of disadvantaged groups whose interests have claimed so much ES attention since the mid-1960's. In fact, improving the ES image in the eyes of employers and broadening the range of ES placement assistance are seen as necessary preconditions for aiding more disadvantaged workers to enter better paying jobs.

Mandatory Job Listings. Federal contractors and their subcontractors have been required to list job openings with the public employment service since 1971, primarily as an aid to placing Vietnam-era and disabled veterans.[23] An estimated increase of 315,000 in ES job openings resulted in fiscal 1972, followed by an increase of 700,000 openings (and 412,000 placements) in fiscal 1973. However, there is evidence that further steps are needed to publicize and improve compliance with the law. A detailed plan for better exploitation of the mandatory listing potential is being developed in a pilot project.

Counseling and Testing. Testing for aptitudes and employment counseling have long been useful ES tools. They are employed especially for veterans, youth, older persons reentering the work force, the physically handicapped, and the educationally deficient. In fiscal 1973, ES staff administered more than 1.5 million tests and conducted nearly 2.4 million counseling interviews.

Worker and Employer Access to the ES. In the past, rural workers and employers have not had as easy access to ES services as those in cities, largely because of the practical difficulties involved in serving a clientele scattered in relatively low-population areas. The ES has been endeavoring for some years to correct the imbalance and improve services to rural residents, including farmworkers and migrants.

In fiscal 1973, considerable progress was made in integrating rural manpower activities into the mainstream of ES State and local operations, and the process should be completed in 1974. A training package which describes the problems faced by rural jobseekers and suggests new ways of solving them has been developed for State and local staffs.

A model providing ties between small rural offices and fully equipped offices in neighboring cities of up to 50,000 persons was installed in 17 areas and 13 States by the fall of 1973 and will be extended beyond this range in 1974. Statewide job banks—where they exist—will be used in these rural feeder offices to give employers and jobseekers access to wider opportunities.

In several large cities adjustment of ES office locations to the continuing geographic shift of industry and population is underway on a pilot basis, and more efforts to adapt to changing urban patterns are planned. Typically, this means that the size of central-city offices will be reduced and personnel dispersed to smaller, newly opened offices in suburban shopping centers and industrial parks as well as in downtown neighborhood areas. These satellite offices are planned as placement offices only. Job applicants needing training and more intensive services will still be referred to the larger central office.

Improvements in Management. Work continued on installing the "closed loop" management system, which is designed to consolidate planning, budgeting, statistical reporting on activities, and ap-

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[23] An Executive order to this effect was promulgated in June 1971 and the Vietnam Era Veterans Readjustment Assistance Act of 1972 (PL 92-540) gave the requirement the force of law. The requirement is reiterated in the CETA.

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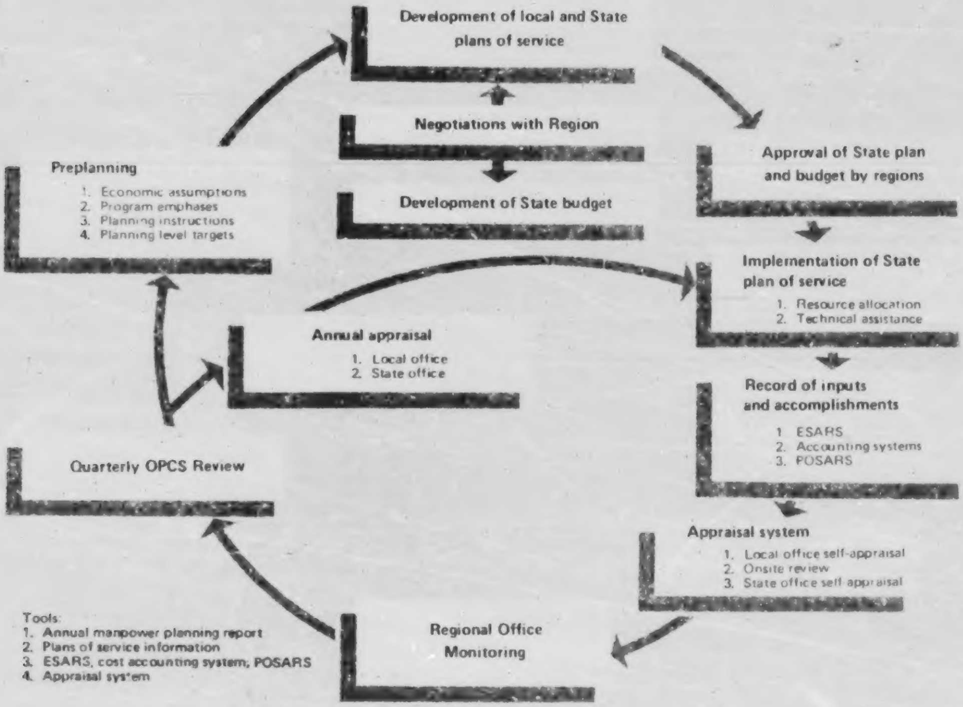
praisal of performance.[24] How the system operates in State agencies is shown in chart 10. From local through State and regional offices to headquarters, each administrative level has a role to play in the system. Using a number of recently developed aids, including the Employment Security Automated Reporting System (ESARS), the Plan of Service Automated Reporting System (POSARS), and techniques for self-appraisal by local and State offices, the system is used to identify problems hindering performance in meeting stated objectives.

The information provided serves as a guide in allocating resources and calls attention to areas where technical assistance is needed. Development of cost performance standards is underway and will be a key factor in the management system when completed. A substantial part of the recent improvement in the ES job placement record can be attributed to better planning, management, and information, adding up to better utilization of staff resources.

Computerizing the Job Placement Service. Computerization was begun in 1968 to enable the ES to give broader services to more people than is possible in a manual operation. Job banks (which are daily updated listings of all job openings listed with the ES in labor market areas or, in some instances, in entire States) and the Job Information Service (which makes these listings available on viewers for applicants able to make their own selection of suitable job openings) are two of the computerized services developed.

CHART 10

ES "CLOSED LOOP" MANAGEMENT SYSTEM HELPS TO IMPROVE PERFORMANCE.


Development of local and State plans of service
Negotiations with Region
Development of State budget
Approval of State plan and budget by regions
Implementation of State plan of service
1. Resource allocation
2. Technical assistance
Record of inputs and accomplishments
1. ESARS
2. Accounting systems
3. POSARS
Appraisal system
1. Local office self-appraisal
2. Onsite review
3. State office self appraisal
Regional Office Monitoring
Quarterly OPCS Review
Annual appraisal
1. Local office
2. State office
Preplanning
1. Economic assumptions
2. Program emphases
3. Planning instructions
4. Planning level targets
Tools:
1. Annual manpower planning report
2. Plans of service information
3. ESARS, cost accounting system; POSARS
4. Appraisal system

Source: U.S. Department of Labor

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[24] See the *1973 Manpower Report*, Appendix, p. 116.

By mid-1973, there were 34 statewide job banks and 40 major metropolitan-area job banks in other States. (The only large area lacking a job bank is San Francisco.) Altogether, 74 percent of the Nation's population and 69 percent of ES local offices have access to job banks; efforts are being made to improve their operation and to insure national standardization.[25] A long-term objective is to use statewide job banks to provide better services to rural workers and veterans and to increase worker mobility by means of sharing orders among offices within States and across State lines.

With computerized job banks in fairly general use, experiments are underway on more sophisticated applications of electronic data processing technology to worker-job matching. They are directed to the development of a vocabulary to describe both applicant characteristics and job requirements, a matter of key importance to the matching process.

A study has shown that, by enabling many ES applicants and UI claimants to use "self-help" services, job banks free staff resources for helping jobseekers with the greatest need for individualized services. Although job banks are also a useful tool in widening the exposure of job openings to potential applicants, they have contributed to such problems as a deterioration in personal relationships between ES staffs and employers and applicants. Recognizing the pitfalls in an excessive reliance on the job banks thus becomes a factor in training local ES staff and manpower program operators. The objective is to reach a balance between relying on mechanical aids and maintaining human contacts and judgment in the worker-job matching process.

Performance Standards. One new activity, given added impetus by the conversion to a decentralized manpower system, is the development of performance standards. The ES not only needs these standards for management purposes, but the process of developing them will help prepare the agencies to put a price tag on the services that prime sponsors may wish to purchase.

Outlook for Further Change

An era of change is seldom free of problems. As the ES seeks to bring about a major new emphasis on job placements and employer services, it also confronts the possibility of a changed role in respect to manpower programs. While the ES has not been the sole source of manpower services for program enrollees, it has had a prescribed role in most programs authorized by the MDTA and the EOA. In a decentralized system, however, freedom of choice is accorded local and State elected officials; there is no presumptive role for any agency. Prime sponsors will not necessarily have to look to the ES for recruitment and referral of clients or for job placements, although the CETA does enjoin them to consider experienced agencies.

The effect of the transition to decentralization on ES operations is thus difficult to anticipate. A drop in the counseling and testing workload is projected, as some sponsors shift these functions to other agencies. However, the change presents a real opportunity for an enlivened, placement-oriented agency with an accumulation of experience in manpower activities to play an expanded role. In the nine pilot comprehensive manpower programs the ES was, in fact, largely relied upon for recruitment, intake, vocational counseling, and referrals to training and for job development, placement, and followup.

The Information Base for Manpower Programs

Decentralization of manpower planning and program management holds the promise of better quality manpower services, more closely tailored to the clients whom programs are designed to serve. In order for that promise to be realized, the complex process of gathering, processing, and disseminating the information on which decisions are based must be strengthened. This section of the chapter reviews the shifting emphases anticipated for the management information system and describes developments in the labor market information program, the backbone of State and local planning for manpower activities.

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[25] Standardized procedures and techniques are important in job banks and other computerized operations if they are to serve their intended purpose of linking area, State, and regional labor markets, thereby facilitating the worker-job matching process.

MANAGEMENT INFORMATION IN A DECENTRALIZED SYSTEM

Decentralization poses a dilemma for a management information system attempting to measure actual performance against quantified goals and objectives in order to determine the most effective allocation of resources. If the varying levels of effectiveness achieved by local sponsors are to be compared, then statistics on program activities, outcomes, and expenditures must rest on uniform data elements and definitions. Yet standardized definitions could lead to equally standardized views of target populations and program approaches, and uniform methods for data collection could lead to the imposition of uniform administrative structures. Either of these outcomes would contravene the spirit of manpower reform.

The Department of Labor's approach to management information will therefore accord first priority to local needs. Federal reporting and recordkeeping requirements must allow prime sponsors to use optional methods—while maintaining equivalent measures. Unlike reporting requirements for categorical programs, which were based on the Federal "need to know," those for the new era must be accommodated to local information systems.

Because local sponsors will want to know how well programs are meeting planned objectives, and at what cost, they will maintain records on the numbers and kinds of clients enrolled, services given, and program outcomes, along with the cost of project activities. Reports flowing from these records will be submitted for Federal review, which will focus on the same criteria as those used by the sponsor, although the Federal concern will be with more aggregative measures than those useful for guiding local management.

Historically, the Federal Government has collected data on the major socioeconomic characteristics of all enrollees in manpower programs, on the services provided them, and on each individual's status when he or she left a program. Not only has this created a heavy processing burden at the national level, but project operations have been hampered by the volume of paperwork. Moreover, the results of this collection of individual records have been mixed, with the statistical reliability of data varying widely among programs. Better results have been achieved where summaries of enrollee characteristics were accepted. One future direction for management reporting thus lies in submission of summary data by prime sponsors. More detailed data would be maintained at the local level by the sponsor, in a format most convenient to him.

LABOR MARKET INFORMATION

Facts of three varieties provide the raw material for a labor market information (LMI) program: The nature and number of current and anticipated job openings; the characteristics and numbers of workers seeking jobs and those potentially available to fill the openings; and how the two come together in the worker-job matching process. Jobseekers need this information, just as employers do. So, too, do such intermediaries in the labor market process as government policymakers and planners, public and private employment services, educators, and unions. All of them have a stake in an orderly flow of accurate labor market information, packaged in a readily usable form. And since production suffers and wages are lost each day a job goes unfilled, the economy and the public at large stand to benefit from an efficient LMI system which facilitates moving individuals into the right jobs.

The kinds of information required comprise a lengthy list, including:

—On the demand side: the skills required, wage rates, hiring specifications, hiring channels, and timing and location of job openings.

—On the supply side: the personal characteristics, skills and experience, and wage requirements of workers and the sources they use to find jobs.[26]

—Measures to describe the labor markets in which the matching process occurs, e.g., size and characteristics of the labor force, employment, by industry and occupation; and unemployment rates.

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[26] Studies have shown that the most frequently used source is friends and relatives.

The techniques employed must be constantly adapted and improved if the business community is to have a sound basis for planning and management decisions, if government personnel at all levels are to make the right choices in programs designed to facilitate the labor market process, and if workers are to locate and obtain jobs making maximum use of their capabilities and offering the greatest rewards.

Moreover, new kinds of information need to be added to that already gathered. For example, the measures of economic hardship and the comprehensive household budget data whose development is mandated by the new manpower legislation will, if they can be satisfactorily obtained, be valuable additions to the statistical tools employed in studying the economic health of the Nation.

LMI and Decentralization

The shift to decentralized planning and operation of manpower programs clearly puts a new premium on labor market information related to States, cities, counties, and consortia of jurisdictions that may combine to coincide as nearly as possible with labor market areas.[27] Fortunately, State employment security agencies have had long experience in obtaining and processing State and area data, especially for major areas. This experience has been drawn upon by CAMPS committees and planning councils. But much remains to be done to shape LMI activity to new uses, insure that information flows in the right channels, and refine and improve it for all its intended uses. For example, the need for data on a total community education and skill development system, of which manpower programs are a part, does not originate with local control of the programs. Rather, the opportunity to make good use of such information will be enhanced, if it can be made available to planners of comprehensive programs. In the same way, information on concentrations of demand for manpower services—in ghettos, in correctional institutions—has been useful in the past, but the greater potential for focusing local resources on such problem areas should encourage a stronger effort to obtain comprehensive, reliable local information.

The Manpower Administration has identified four objectives for meeting the data requirements of manpower revenue sharing:

—Developing the better data needed for equitable distribution of funds among States and localities.

—Developing local information on the number and characteristics of persons in need of manpower services.

—Developing long- and short-term projections of occupational demand and supply.

—Developing and testing ways for local planners, employers, workers, and intermediaries in the labor market to have access to and make use of data. Complicating the picture is the fact that the jurisdictions administering comprehensive manpower programs will not necessarily coincide with natural labor market areas, which are determined by the locations of jobs and workers' access to them.

1973 Developments

To assist in arriving at viable local LMI programs, a number of steps were taken by the Department of Labor in 1973, following the assignment to the Bureau of Labor Statistics of responsibility for developing and insuring the use of standardized concepts and techniques in several programs contributing to local labor force estimates and projections.[28] The first product of this new venture was a revised set of procedures for estimating State and area employment and unemployment. They will be used by State employment security agencies in planning for the development of State and area manpower programs under the Comprehensive Employment and Training Act, as well as in implementing activities under the Public Works and Economic Development Act of 1965.

The new procedures were worked out over a year of research and consultation in various Federal and State agencies. Henceforth, State and local estimates should be developed largely in a framework which is conceptually and methodologically consistent with that used in preparing national estimates of employment and unemployment. Thus they will be based on place of workers' residence (rather than place of work as in many jurisdictions in the past), facilitating use of data from the national Current Population Survey as primary benchmarks. In many areas, only adaptation of ongoing LMI programs will be required. In others, the more difficult task of devising programs must be undertaken.

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[27] Boundaries of labor market areas are, generally speaking, determined by commuting patterns and often fail to coincide with political boundaries. Standard metropolitan statistical areas (SMSA's) follow labor market area lines. Of the 263 SMSA's which have been defined, 163 are multijurisdictional, while 99 are encompassed within one county and one within a single city.

[28] See the *1973 Manpower Report*, p. 34.

A series of projects was initiated in 1973 to help manpower planners identify local sources of data, develop methods for updating pertinent census data using local sources, and make use of the data so obtained. Project results will be disseminated through publications and workshops.

Among them are pilot area projects in Baltimore, Miami-Dade County, and Indianapolis. Here, contractors are analyzing the adequacy of LMI systems for planning, operating, and evaluating manpower programs and are developing projects to meet the inadequacies discovered. This identification of problems needing immediate and intensive attention is important in guiding further LMI development efforts.

Also in 1973, the Occupational Employment Statistics (OES) program, in which data on employment by occupation are collected, analyzed, and disseminated periodically, was expanded to one area in each of 22 States. Further refinement and expansion of this joint undertaking by the Department of Labor and cooperating State employment security agencies is warranted by its usefulness for planning purposes.

Outlook for Manpower Policy and Programs

In 1974, with the passage of the Comprehensive Employment and Training Act, the Nation moves into a second phase of manpower program activity—one that is marked by the attempt to make manpower programs truly responsive to the problems of those they are intended to serve. The new law, developed cooperatively with the Congress on a bipartisan basis, signals a recognition that employment-related problems of low-income persons, the unemployed, and the underemployed can be identified on the national level but that manpower programs seeking to address them are unlikely to succeed if they reflect the assumption that such problems are uniformly present in each local setting.

Some Federal programs are not yet amenable to the CETA approach (e.g., WIN because of its direct relation to the Federal welfare laws and specific statutory constraints). In other activities, however, the new law brings freedom from overemphasis on program procedures and the details of project administration. Now Federal attention—reinforced by past experience, combined with the creative energies and broader perspectives of responsive elected officials—can be clearly focused on aiding States and localities in the identification of solutions to specific problems. The continuing Federal responsibility for achieving improvements in the lives of workers and their families is thereby significantly enhanced.

CETA also encourages another essential element of improved programing: the coordination of program planning and review of non-CETA-financed manpower activity with the activities of program sponsors. It has always been apparent that many diverse groups and institutions had to work together on common problems. CAMPS was a major thrust in this direction. Now CETA greatly extends the possibility of such cooperation by establishing State Manpower Services Councils and prime sponsors planning councils on which relevant groups will be represented. It also encourages common program planning and the development of standards of evaluation that will enable program managers to compare the results of various programs.

It is expected that the first year or two of operations under this new system will be largely transitional while new sponsors gain experience in taking advantage of the expanded program opportunities and flexibility. Soon, however (and in many places even during the first year), it should be possible to discern major accomplishments, including a significant increase in the participation of the community in program decisionmaking and program accountability and the achievement of better program results.

Another Presidential concern, expressed in transmitting the *1972 Manpower Report* to the Congress, was "to move toward a broader national manpower policy which will be an important adjunct of economic policy in achieving our Nation's economic and social objectives." The new legislation also addresses these goals through the establishment of the National Commission for Manpower Policy. The Commission's broadly representative membership is charged with the long-term responsibility of identifying manpower goals and needs and assessing the impact on the present and potential labor force of various governmental programs and activities. With diligence and the cooperation of the many interests involved, the Commission should help to move the Nation closer to the "coherent, flexible, national manpower policy" sought by both the Administration and the Congress.

3

THE NEW GEOGRAPHY OF EMPLOYMENT: MIGRATION AND THE AMERICAN WORKER

69

THE NEW GEOGRAPHY OF EMPLOYMENT: MIGRATION AND THE AMERICAN WORKER

> In the United States a man builds a house in which to spend his old age, and he sells it before the roof is on: he plants a garden and lets it just as the trees are coming into bearing: he brings a field into tillage and leaves other men to gather the crops; he embraces a profession and gives it up; he settles in a place, which he soon afterwards leaves to carry his changeable longings elsewhere. . . .
>
> Alexis de Tocqueville
> *Democracy in America*

The unremitting restlessness attributed by de Tocqueville to the Americans of 1835 may have altered somewhat in style and direction as the Nation's economic focus has shifted in the last century from the agrarian to the industrial. Nevertheless, Americans are still a relatively mobile people whose "changeable longings" are reflected in a peripatetic search for more desirable jobs, higher wages, better housing or schools, a more congenial social climate, and a more healthful physical environment. To name a goal is almost to indicate that there are at least a few Americans who have moved somewhere in search of its fulfillment.

Still, this continuous process of internal migration has often been looked upon as a source of problems—for places of origin, places of destination, for those left behind, for the host population, and for the migrants themselves. Migration has been said to deplete small communities of their young and their most talented people, leaving the communities without the human resources needed to stimulate economic growth. Those who remain may face a scarcity of business and community leadership, declining investment and production, and a mounting tax burden.

Simultaneously, internal migration has been labeled (not always accurately) as a major contributor to urban problems, because of the arrival in the cities of large numbers of persons who are (or who are alleged to be) undereducated, unskilled, and generally ill equipped for the demands of city life. Aside from their adaptive difficulties, real or imagined, rural-urban migrants often impose strains on city institutions through their demographic traits alone. For example, their relative concentration in the younger age group implies a larger proportion of young families with children well under 18 years of age—a factor with important implications for both housing and educational facilities.

Age, of course, can cut both ways where migration is concerned. The influx of retirees into the "sun States" has had a visible impact on the social, industrial, and fiscal arrangements of many communities in Arizona, Florida, and California. In these areas, the rising proportion of senior citizens has changed the nature of demand for public services.

A continuous influx of new arrivals may have an unsettling effect on settled communities and require efforts at adjustment for both the host populations in the receiving areas and the migrants themselves. However, within 5 years of his arrival, the newcomer is usually no longer a migrant, but rather a settled member of his adopted community, is usually earning more money, and is himself a member of the host population receiving new arrivals (unless he has decided to move once more). By and large, in other words, migration *works*—in the sense that it improves the situation of the greater number of those who undertake it. And this is probably why so many Americans have continued to indulge their "changeable longings" over such a long period of time.

Making extensive use of migration data from the 1970 Census of Population,[1] this chapter will examine the manpower consequences of recent population shifts on major regions, metropolitan areas, and the workers themselves. The "why" of migration is often reflected in these geographical distributions, but it is somewhat more difficult to determine who is most likely to move and who is most likely to keep a fixed residence. In order to explore this latter point, the chapter will examine the economic and family contexts in which mobility decisions are made, spelling out some of the economic and manpower consequences for the areas and persons involved. The degree to which workers who are young, well educated, and just entering the labor force are likely to migrate is especially important, as is the extent to which the migration of families is influenced by the presence of school-aged children and wives who work.

The chapter devotes special consideration to the consequences of the migration of blacks.[2] Although they tend to move less often than do whites, in the course of two generations they have experienced massive redistribution in region of residence, much of it through rural-to-urban movement. The focus here is upon comparing the social and economic characteristics of blacks born and living in the North with those of blacks who were born in the South but moved North. The chapter will show that, on a number of economic indexes, southern-born blacks living in the North fare as well as—or better than—northern-born blacks. It appears, in fact, that in some respects being born in a large city may have become the handicap that rural birth once was and that the difficulties of blacks in big cities involve much more than the adjustment problems of recent inmigrants from the South.

The chapter reviews the varieties of statistics and research needed for policy planning and concludes with an anticipation of some future migration patterns and their manpower implications.

Interregional Population Shifts

THE SOUTH

During the 1960's there were some important reversals in previously established patterns of regional redistribution of population. For example, the South came to experience significant net inmigration for the first time in this century. However, this net inmigration appears to have been accounted for entirely by whites, since the region continued to experience considerable outmigration of blacks during the entire decade (see charts 11 and 12).[3]

The importance of this turnaround in southern trends is underlined by the fact that many of the Southern States gaining whites through migration in the 1960's had lost them in the preceding 10 years. North and South Carolina, Georgia, Tennessee, Mississippi, and Arkansas experienced net outmigration of whites during the 1950's and net inmigration during the 1960's, while Delaware, Maryland, Virginia, Florida, Louisiana, and Texas registered net inmigration of whites in both decades. On the other hand, West Virginia, Kentucky, Alabama, Oklahoma, and the District of Columbia experienced net outmigration of whites over the entire 20-year period.[4]

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[1] See especially the following migration subject reports based on the U.S. Census of Population, 1970: *Mobility for States and the Nation*, PC(2)-2B; *Mobility for Metropolitan Areas*, PC(2)-2C; *Lifetime and Recent Migration*, PC(2)-2D; *Occupation and Residence in 1965*, PC(2)-7E (Washington: U.S. Department of Commerce, Bureau of the Census, 1973).

[2] For an extensive discussion of the migration patterns and manpower characteristics of Spanish-speaking Americans, see the chapter on Spanish-Speaking Americans: Their Manpower Problems and Opportunities in the *1973 Manpower Report*, pp. 85–112.

[3] The figures provided in this section, reflecting total net inmigration and outmigration, include movers from abroad.

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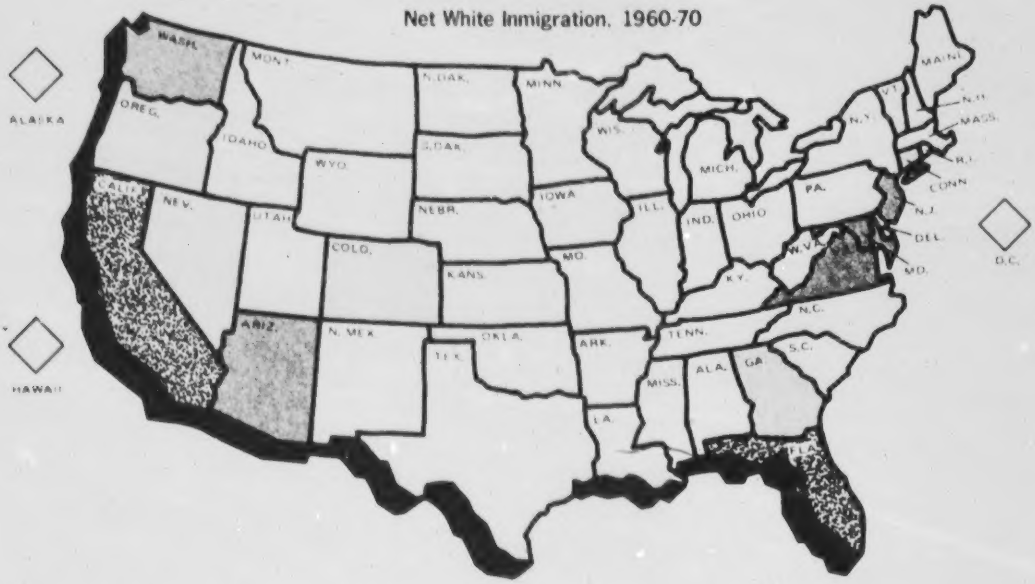
CHART 11

THE WEST, SOUTH, AND NORTHEAST ATTRACTED MANY NEW RESIDENTS BETWEEN 1960 AND 1970.

Net White Inmigration, 1960-70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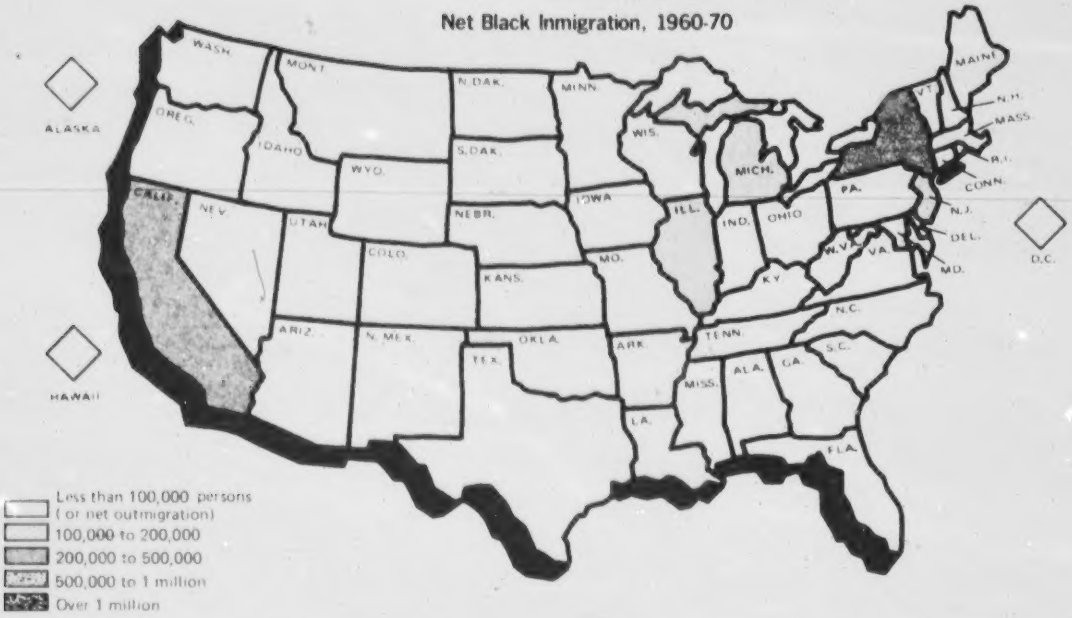
Net Black Inmigration, 1960-70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S.C.
TEX.
MISS.
ALA.
GA.
LA.
FLA.
Less than 100,000 persons (or net outmigration)
100,000 to 200,000
200,000 to 500,000
500,000 to 1 million
Over 1 million

Source: U.S. Department of Labor, based on census reports.

The net inmigration of whites to the South as a whole probably reflects the combined impact of two factors:

—Return migration among whites who had previously left the South.

—An increase in the ability of the Southern States as a group to attract whites from other regions of the country.

Although it is not yet possible to evaluate the importance of these two factors, some interesting clues are provided by the 1970 Census of Population and the 1971 Survey of Manufactures. Evidence in each indicates that the increasing relative availability of skilled jobs in the South has exerted a strong positive attraction on those who are willing to move from other regions in search of employment and for whom the fear of possible racial discrimination is not an issue.

In the 1960's, according to the latest census, the South as a whole registered net inmigration in all occupational categories except farmworkers and in all standard industrial classifications except agriculture, forestry, fisheries, and mining. Among occupational categories, net inmigration was highest among operatives and craft workers and lowest among nonfarm laborers (see table 1). Significantly, the industrial groups registering the highest levels of net inmigration were manufacturing (especially durable goods) and transportation, communication, and public utilities. Relatively solid levels of net inmigration were also attained in finance, insurance, and real estate; business repair and personal services; and wholesale and retail trade.

The 1971 Survey of Manufactures tends to confirm the indications furnished by the decennial census. Except for the District of Columbia and Maryland, all Southern States registered overall increases (as opposed to net inmigration) in the number of manufacturing employees between 1960 and 1971, in spite of the relative decline in the importance of manufacturing in the national economy following the large-scale expansion of the service sector in recent years. It is interesting to note that the largest relative increase in the number of manufacturing employees occurred in Mississippi.

There is some reason to believe that many employers and workers have been drawn southward in recent years as a result of local policies aimed at stimulating economic development and featuring such incentives as tax-free resettlement periods of one or more years, relatively low taxes in subsequent years, and availability of rent-free or low-rent premises during the first months following resettlement. The South's traditionally lower wages and the relatively slight penetration of its work force by organized labor have been additional inducements to migration for some employers. It is uncertain, however, whether the long history of "tractability" associated with the southern labor force can be successfully imposed on the northern-born workers who have moved south over the last 10 or 15 years.

Taken together, these trends point to striking transformations in the economy of the South and to corollary changes in the region's present and future manpower needs. Many more Americans, especially whites, are seeking and finding jobs in

TABLE 1. NET MIGRATION RATE, 1965 TO 1970, OF MALE INTERREGIONAL MIGRANTS 20 TO 64 YEARS OLD, BY DIVISION AND OCCUPATION GROUP IN 1970

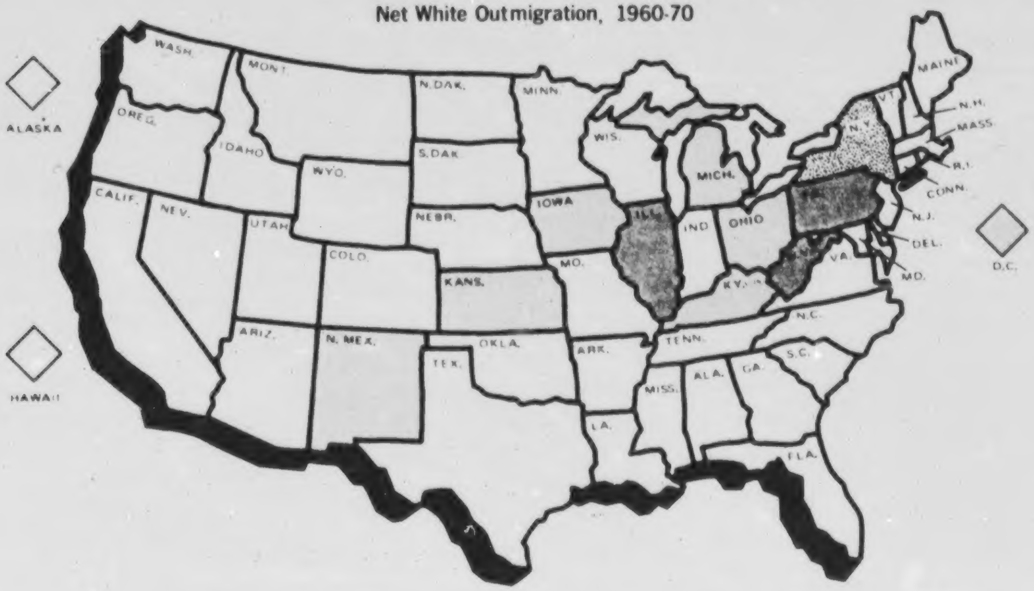
Division	All occupations	Professional and technical	Managers and administrators, except farm	Sales workers	Clerical workers	Craft workers	Operatives, except transport	Transport equipment operatives	Nonfarm laborers	Farmworkers	Service workers, including private household
Northeast	−5.7	−3.1	−2.5	−5.9	−9.0	−13.5	−9.0	−4.4	−2.7	4.8	−9.1
North Central	−9.3	−5.5	−3.2	−2.9	−9.0	−13.2	−14.5	−10.3	−.7	−4.3	−6.2
South	8.5	5.0	4.5	7.3	7.5	11.6	12.5	5.7	1.5	−10.5	7.5
West	5.3	3.2	2.4	3.7	7.8	9.0	7.1	7.0	.5	15.0	5.0

SOURCE: Derived from 1970 Census of Population, *Occupation and Residence in 1965*, PC(2)-7E, table 1, p. 3.

CHART 12

THE MIDWEST LOST RESIDENTS TO OTHER REGIONS BETWEEN 1960 AND 1970, WHILE BLACKS CONTINUED TO LEAVE THE SOUTH IN SUBSTANTIAL NUMBERS.

Net White Outmigration, 1960-70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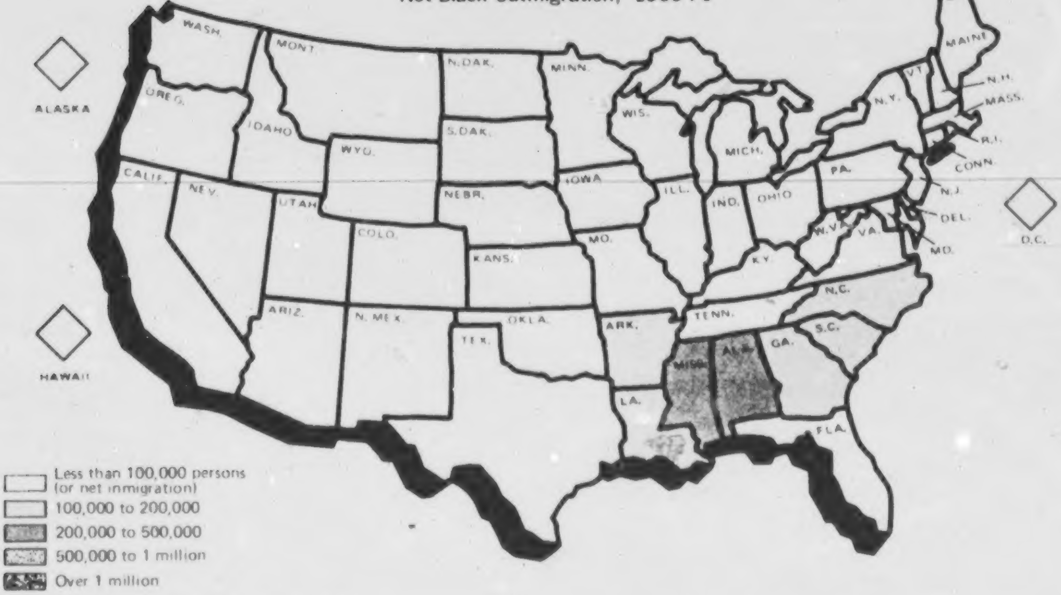
GA.
LA.
FLA.

Net Black Outmigration, 1960-70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WIS.
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ALA.
GA.
LA.
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Less than 100,000 persons (or net inmigration)
100,000 to 200,000
200,000 to 500,000
500,000 to 1 million
Over 1 million

Source: U.S. Department of Labor, based on census reports.

industries situated below the Mason-Dixon line, thereby improving the mix of labor force skills and manpower potential in what was once a predominantly agrarian region. Whether this redistribution of skills is occurring to the detriment of labor force versatility in other regions remains to be seen.

THE WEST

Repeating the pattern of previous decades, the West once again led the other three census regions in net immigration during the 1960's. The region's total net gain of nearly 2.9 million new residents occurred primarily in California, where 2,113,000 persons settled in the 10 years following 1960 (see charts A and B).

Expressed in relative terms, however, California's 13.4-percent increase in population due to net migration during the 1960's was surpassed by several other States in the region, in some cases by a very wide margin. Nevada's net immigration of 144,000, for example, represents a startling 50.4-percent increase over 1960, while Arizona experienced a net immigration increase of 17.5 percent.

Net outmigration occurred in a number of States, in spite of the region's general trend in the other direction. New Mexico registered a net outmigration of −130,000 persons, while experiencing a 6.8-percent rise in total population through natural increase. Wyoming, Montana, Idaho, and Utah also registered net outmigration although their populations grew as a result of natural increase. In California, the proportion of total population change due to migration declined somewhat, from about 61 percent of total population growth in the 1950's to about 50 percent in the 1960's.

In the West, net immigration of both blacks and whites was highest in California (272,000 and 1,528,000 respectively). White immigration was also relatively high in Arizona (248,600), Washington (220,000), Colorado (187,000), Oregon (145,000), and Nevada (136,000). However, aside from Washington, Oregon, and Nevada, white inmigration rates throughout the West tended to be somewhat lower than those of the 1950's. Net outmigration of whites occurred in New Mexico (−120,000) and to a lesser degree in Montana, Idaho, Wyoming, and Utah.

In addition to California, net inmigration of blacks occurred in Colorado (16,000), Washington (10,000), Nevada (6,000), and a few other States receiving fewer than 5,000. As in the case of white inmigration, the rate of black resettlement in most of the Western States appears to have declined visibly in comparison with that of the 1950's. In fact, Arizona and New Mexico registered net outmigration of blacks (−4,000 from each State), compared with small net increases in earlier years.

Along with the South, the West was one of the two census regions experiencing net inmigration in most occupational categories and industry groups (see table 1). Unlike the South, however, the West's pattern of net inmigration extended to farmworkers (who constituted, in fact, the occupational category registering the highest rate of inmigration) as well as to the agriculture, forestry, and fisheries and mining industry groups.

Other occupational categories showing relatively high levels of net inmigration in the 1960's were craft and clerical workers and operatives (including transportation). Net inmigration for nonfarm laborers was the lowest (0.5 percent), but no occupational category showed net outmigration. Among industry groups, net inmigration was highest in manufacturing of nondurable goods and in transportation, communications, and public utilities and lowest in construction and professional and related services.

THE NORTHEAST

The New England and Middle Atlantic States experienced a number of important migration trends, some of them mutually offsetting, during the 1960's. None of the nine States in the region experienced total population decrease in the years between 1960 and 1970, but in most instances growth was attributable to natural increase rather than to inmigration. Three States, however, did experience significant net inmigration: New Jersey (488,000), Connecticut (214,000), and Massachusetts (74,000). Three—Vermont, Rhode Island, and New Hampshire—showed smaller increases,[4] and three others—Maine (−69,000), New York (−101,000), and Pennsylvania (−378,000)—registered net outmigration, continuing in more accentuated form a pattern established in the preceding decade. For the region as a whole, the result of these offsetting trends is a net immigration of 324,000 (less than the net outmigration from Pennsylvania), or a negligible 0.7 percent of the 1960 population.

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[4] Because of the different sizes of the respective populations, Massachusetts' net inmigration of 74,000 represented a 1.4-percent increase, while New Hampshire's 69,000 net inmigration accounted for an 11.3-percent increase.

Migration trends among blacks and whites, however, offer some striking contrasts. In Maine, New Hampshire, and Vermont, migration of whites tended to coincide with—and largely account for—total migration, while white immigration to Massachusetts and Rhode Island accounted for roughly one-third of net immigration to those States.

But with increasing proximity to the New York and Philadelphia metropolitan areas, the picture begins to change. In the 1960's New York State and Pennsylvania experienced net white outmigration of −638,000 and −423,000 respectively, while neighboring Connecticut and New Jersey registered net white immigration of 166,000 and 336,000 respectively. Given the status of many Connecticut and New Jersey communities as "bedroom suburbs" in the New York City and Philadelphia metropolitan areas, it appears likely that a substantial proportion of New York's and Pennsylvania's net migration loss among whites reflects a migratory trend that is *inter*state, *intra*regional, and increasingly suburban.

At the same time, recent migration of blacks has tended to be concentrated in the heavily urbanized New York-New Jersey corridor (or "commutershed"), with net immigration to the two States totaling 396,000 and 120,000 respectively, each figure representing an increase over the preceding decade. Net black immigration to Pennsylvania, however, was 25,000 in the 1960's, down from 75,000 in the preceding decade. Connecticut (38,000), Massachusetts (33,000), and Rhode Island (2,000) also registered net black inmigration, while one State, Maine, showed a net outmigration of −2,000 blacks.

The trend, then, is clearly one of increasing urbanization of southern blacks (see the section on Characteristics of Black Migration From the South in this chapter) and either suburbanization or out-of-State migration for urban whites in New York, New Jersey, Connecticut, and Pennsylvania.

It is essential to note that these movements of population appear to be only tangentially related to employment opportunities in the manufacturing sector and may thus reflect poor labor market information among inmigrants, the importance of noneconomic causative factors to outmigrants, or simply the steady expansion of the services-producing sector in the economy of the Northeastern States. In addition, there are some indications (see table 1) that the proportion of unskilled to skilled workers in the New England-Middle Atlantic labor force may increase temporarily, as net interregional outmigration of craft workers and operatives continues at a relatively high level, while there is a necessary timelag pending the development of similar skill levels among new inmigrants to the Northeast.

THE MIDWEST

As a group, the Midwestern States tended to experience net outmigration in both the 1950's and 1960's. There were several important exceptions, however. Ohio had considerable net inmigration during the 1950's (409,000) but net outmigration (−126,000) during the 1960's. And, although the shift was not great in either State, both Indiana and Illinois followed a pattern similar to that of Ohio. Missouri went in the opposite direction with net outmigration (−130,000) during the 1950's and negligible net inmigration (2,000) in the 1960's. Minnesota, Iowa, the Dakotas, Nebraska, and Kansas had net outmigration in both decades.

Each of the Midwestern States experienced net outmigration of whites between 1960 and 1970 and all but Kansas registered net inmigration of blacks in the same period. White outmigration was greatest in Illinois (−215,000), Ohio (−191,000), Iowa (−189,000), Kansas (−139,000), and Michigan (−124,000), while black inmigration was concentrated in Illinois (127,000) and Michigan (124,000), continuing the trend of the past two decades for the last two States. Black inmigration to Ohio, however, dropped considerably in the 1960's (to 45,000 from the 129,000 level reached in the preceding census interval).

Outmigration by occupational category followed a pattern quite similar to that of the Northeastern States (see table 1). Departures were relatively common among operatives (including transport) and craft and clerical workers, but not quite so typical among nonfarm laborers, sales workers, and nonfarm managers and administrators. Among industry groups, net outmigration was most apparent in transportation, communications, and public utilities and in manufacturing (both durable and nondurable goods). None of the nonagricultural occupational categories or industry groups in the Midwest showed net inmigration during the 1960's.

These trends, especially the relatively marked tendency toward outmigration among manufacturing workers, seem somewhat paradoxical in light of the regionwide expansion of total employment in manufacturing in the course of the decade. The figures may indicate that regional unemployment levels could well have been higher had the outmigrant workers elected to stay in place, or they may demonstrate some degree of awareness of more desirable employment opportunities in the South and West among workers contemplating migration. In any event, the midwestern labor force, like that of the Northeast, may have entered a period in which the level and variety of available skills are in temporary decline compared with skill levels in the labor force of the South and West.

SUMMARY

There were major continuities and discontinuities in patterns of net migration for the regions and States during the 1960's. Among the former were the following:

—The States experiencing the greatest amounts of net inmigration and outmigration during the 1950's tended also to experience the greatest amounts in the 1960's.

—The migration of blacks from the South remained at nearly the same level in both the 1950's and 1960's.

—Net outmigration tended to characterize the Midwestern States as a group in both decades.

Among the important changes in migration patterns between 1960 and 1970 were:

—The South's experience of net inmigration of whites for the first time in many decades.

—The important reversals of net population movements between the 1950's and 1960's experienced by several States. Among them were New York and Ohio, which went from large gains from inmigration to net outmigration; Missouri, which went from heavy outmigration to almost no net migration; and Arkansas, whose large outmigration during the 1950's was reduced considerably during the 1960's, due in part to a net inmigration of whites in the latter decade.

Generally speaking, the net gains and losses from migration for States and counties were usually of lesser magnitude in the 1960's than in the 1950's. One broad index of this phenomenon is the number of counties experiencing net inmigration and the number experiencing net outmigration. During the 1950's, 2,455 of the approximately 3,100 counties in the United States, or nearly 80 percent, experienced net outmigration, while during the 1960's, net loss was characteristic of 2,169 counties, or nearly 70 percent of the total.

This modest leveling off of gains and losses, however, does not necessarily mean that migration was less acutely felt in the areas of origin and destination. Many parts of the country have sustained outmigration for decades, and because of migration's high degree of age and educational selectivity, these areas may be finding it increasingly difficult to maintain stable community structures. And many areas experiencing net inmigration for successive decades may find it progressively more difficult to accommodate within their increasingly dense populations either the new residents who enter the area or the children of previous migrants as they grow to adulthood. The difficulty of accommodating new migrants may also be especially felt by areas which are retirement communities, for the migration of retired persons clearly is not motivated by employment considerations and may or may not attract other migrants to provide needed services.

Rural Areas and Migration

Relative stability characterized the total rural population[5] in the 1960's, although the same was not true of its separate components. Rural residents numbered 53.9 million in 1970, down only 0.3 percent from the 1960 total of over 54 million. The farm population, however, continued the rather steady decline that began in 1910; by 1972, there were only 9.6 million farm residents, almost 70 percent fewer than the 1940 farm total.

The decline in the number of farmworkers has been even more precipitous than that of the farm population as a whole, with those employed on farms numbering only 3.1 million in 1970, in comparison with 5.4 million in 1960 and 7.4 million in 1950. Population losses in rural areas were especially evident in California, the Dakotas, Nebraska, and Kansas, where they ranged between 10 and 16 percent of the 1960 total.[6] Aside from California and the Great Plains, they continued to be relatively high in the other two traditional sources of rural outmigration—the Cotton Belt and Applachia (where the decline in coal mining employment was an important source of rural population loss).

On the other hand, the relative stability in total rural population can be attributed in part to continuing high levels of natural increase and in part to the rural population increases registered in the New England and Middle Atlantic regions and in most of the East North Central States. It is difficult to determine, however, what proportion of the migration increases in each of these areas may actually represent a gradual extension of the outer suburban fringe of large metropolitan areas into the neighboring rural counties and what may be growth of the population normally characterized as rural.

Migration and Metropolitan Growth

In addition to interregional migration, the second type of geographic redistribution of the work force which has characterized the United States in the 20th century is the movement from nonmetropolitan to metropolitan areas.[7] From the 1940's through the 1960's, metropolitan areas in the United States consistently gained population from nonmetropolitan areas; by the 1960's, however, natural increase (the excess of births over deaths) had become a more important component of metropolitan population growth than migration. Between 1960 and 1970, the population of metropolitan areas in the United States increased by just over 20 million, of which about 74 percent was accounted for by natural increase, 15 percent by net migration from abroad, and only 11 percent by net movement from nonmetropolitan to metropolitan areas.[8]

In the aggregate, therefore, metropolitan areas in the 1960's grew largely as a result of a birth rate well above replacement levels rather than through an influx of migrants from nonmetropolitan areas. But while this summary statement characterizes the country as a whole, it obscures important differences between blacks and whites and among regions of the country.

Migration from nonmetropolitan areas was a more important source of metropolitan population increase for blacks than for whites. Net movement of whites from nonmetropolitan areas and abroad accounted for only 21 percent of metropolitan population growth during the 1960's, compared with a 42-percent increase from migration of persons of Negro and other races.

The contribution of migration to metropolitan population growth varies among regions of the country, being least important in the Northeast and North Central regions and most important in the West and the South. Migration from nonmetropolitan areas and from abroad accounted for only 3 percent of metropolitan growth in the Northeast during the 1960's and for less than 2 percent in the Midwest. Metropolitan areas in both regions grew considerably over the decade (3,467,000 in the Northeast and 4,307,000 in the Midwest), but almost all of this increase (97 to 98 percent) was accounted for by birth rates in excess of replacement levels.

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[5] The census defines the rural population as open-country residents and people in towns of up to 2,500 inhabitants.

[6] *Statistical Abstract of the United States* (Washington: U.S. Department of Commerce, Bureau of the Census, 1972), p. 18.

[7] Except in New England, a standard metropolitan statistical area (SMSA) is a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more or twin cities with a combined population of at least 50,000. In New England, SMSA's consist of towns and cities rather than counties.

[8] Immigration still plays an important role in overall growth rates of some of the largest metropolitan areas of the Northeast and West. See *1973 Manpower Report*, pp. 80–81.

In fact, metropolitan areas in each of these regions would have experienced net outmigration had there not been a net inflow of persons of Negro and other minority races.

In the West and in the South, however, migration from nonmetropolitan areas and from abroad was a more important source of metropolitan population increase during the 1960's than was the case elsewhere, accounting for 50 percent of metropolitan expansion in the West and for nearly one-third in the South. In both regions, net inmigration to metropolitan areas was the result of migration from nonmetropolitan areas within the region itself as well as of migration from metropolitan and nonmetropolitan areas in other regions and from abroad.[9]

Metropolitan areas in the West and the South shared another similarity: they experienced net inmigration of whites as well as persons of Negro and other races. In the West, net inmigration accounted for nearly one-half (48 percent) of the white population growth in metropolitan areas and for more than one-half (58 percent) of metropolitan population increase among persons of Negro and other races. In the South, similar inmigration accounted for metropolitan increases of about 38 percent among whites and only 10 percent among persons of Negro and other races.

In summary, net inmigration was an important source of metropolitan population increase primarily in the South and the West. In all regions except the South, migration of minorities constituted a large component of metropolitan increase. There was actually a net outmigration of whites from metropolitan areas in the Northeast and North Central regions.

This net outmigration of whites during the 1960's is particularly significant. Only in the Northeast did *non*metropolitan areas experience net inmigration. The combination net white outmigration from northeastern metropolitan areas with net white inmigration to nonmetropolitan areas may suggest an important new development in population movement. In other words, northeastern suburbs may now be acquiring suburbs. This type of urban growth, which is tied economically to existing metropolitan areas while lying outside the conventional and accepted boundaries of such areas, may become increasingly characteristic in years to come.

OCCUPATIONS OF INMIGRANTS

The occupational affiliations of the men and women who have abandoned nonmetropolitan areas in order to settle in the major urban centers play a significant role in defining the characteristics and potentialities of the present and future metropolitan work force. For example, in the largest metropolitan areas (SMSA's of 3 million or more in 1970) a substantial proportion of recent male inmigrants (nearly 19 percent) were in the professional, technical, and kindred category (see table 2)—a finding which tends to confirm the validity of the "bright lights" hypothesis for the highly skilled and to underline the greater mobility rates of those who have had 4 or more years of college. On the other hand, operatives and craft workers are also relatively well represented among recent inmigrants, perhaps reflecting the greater migration propensity of these two occupational groups noted in the section on Interregional Population Shifts earlier in this chapter.

Among black men 16 years of age and over, operatives constitute nearly 25 percent of recent inmigration from nonmetropolitan areas, with service workers (including male private household workers) running a somewhat distant second at nearly 10 percent.

Among women who were recent inmigrants in 1970, 17 percent were clerical workers and 12.5 percent were in the professional category. Relatively few were managers or sales workers, while those in the service occupations constituted nearly 7 percent. Among inmigrants after 1965, black women included exactly the same proportion of clerical workers as did all women, while nearly

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[9] It is not possible to separate these diverse sources of migration to metropolitan areas

TABLE 2. EMPLOYMENT STATUS AND OCCUPATION GROUP OF PERSONS WHO MOVED BETWEEN 1965 AND 1970 WITHIN AND TO STANDARD METROPOLITAN STATISTICAL AREAS OF 3 MILLION OR MORE IN 1970

[Percent distribution]

Employment status and occupation group	All races, 16 years and over			Negro, 16 years and over		
	Movers within SMSA's		Movers from nonmetropolitan areas	Movers within SMSA's		Movers from nonmetropolitan areas
	Total	From central city to balance of SMSA		Total	From central city to balance of SMSA	
Men: Number (thousands)	3, 699	510	259	545	33	34
Percent	100. 0	100. 0	100. 0	100. 0	100. 0	100. 0
Employed	79. 2	81. 5	69. 9	70. 5	67. 4	68. 3
Professionals	13. 5	16. 6	18. 9	5. 3	7. 3	5. 6
Managers, excluding farm	9. 0	11. 2	7. 3	2. 7	3. 6	2. 0
Sales workers	6. 4	7. 8	4. 6	2. 4	2. 7	1. 7
Clerical workers	8. 0	7. 1	6. 6	8. 3	7. 0	7. 9
Craft workers	15. 4	16. 6	10. 9	11. 1	12. 1	8. 5
Operatives	14. 8	12. 7	12. 6	21. 9	18. 4	24. 7
Nonfarm laborers	4. 3	3. 4	3. 6	7. 2	5. 9	7. 8
Farmworkers	. 2	. 1	. 3	. 2	. 2	. 3
Service workers	7. 6	6. 1	5. 2	11. 5	10. 2	9. 9
Unemployed	3. 7	2. 7	3. 8	6. 1	5. 6	7. 8
Armed Forces	. 4	. 4	12. 2	. 3	1. 1	5. 4
Not in labor force	16. 8	15. 4	14. 0	23. 0	25. 9	18. 5
Women: Number (thousands)	4, 211	552	251	689	35	43
Percent	100. 0	100. 0	100. 0	100. 0	100. 0	100. 0
Employed	42. 1	36. 8	45. 4	44. 6	47. 7	45. 5
Professionals	6. 8	7. 0	12. 5	5. 2	7. 9	6. 0
Managers, excluding farm	1. 6	1. 5	1. 4	. 8	1. 0	. 5
Sales workers	2. 6	2. 4	2. 3	1. 4	1. 3	1. 5
Clerical workers	18. 4	16. 4	17. 0	16. 7	16. 8	17. 0
Craft workers	. 7	. 6	. 5	. 7	. 8	. 7
Operatives	5. 2	3. 9	4. 5	6. 8	7. 5	8. 1
Nonfarm laborers	. 3	. 2	. 3	. 6	. 5	. 7
Farmworkers	(1)	(1)	. 1	. 1	. 2	. 1
Service workers	6. 4	4. 6	6. 9	12. 3	11. 7	10. 9
Unemployed	2. 5	2. 0	3. 2	4. 1	4. 1	6. 1
Armed Forces	(1)	(1)	. 3	(1)	(1)	. 1
Not in labor force	55. 5	61. 2	51. 0	51. 3	48. 1	48. 3

[1] Less than 0.05 percent.

NOTE: Detail may not add to totals because of rounding.

SOURCE: 1970 Census of Population, *Mobility for Metropolitan Areas*, PC(2)-2C, tables 1 and 8.

11 percent were service workers and slightly more than 8 percent were classified as operatives.

Recent migrants to the largest metropolitan areas, then, continue to contribute rather heavily to the ranks of the most highly skilled and to the blue-collar occupations, while remaining somewhat less contributive to the managerial, administrative, and sales categories. The latter groups, however, may include a substantial number of earlier immigrants.

IS METROPOLITAN GROWTH SLOWING?

There is evidence that metropolitan growth has slowed considerably since 1970, especially in the largest urban agglomerations.[10] Metropolitan areas (at least as they are presently defined) may now be growing no faster than nonmetropolitan areas and, if the metropolitan fringe movement of whites in the Northeast during the 1960's is any indication, may even begin to lose population to nonmetropolitan areas in the future. It is too early to discern clear patterns along these lines, but the possibility of metropolitan stability or decline clearly exists, assuming that energy shortages do not encourage a long-term movement back to urban surroundings.

The apparent decline in the rate of growth of metropolitan areas as a whole is due, in part, to the declining birth rates of recent years,[11] even though metropolitan areas in the past have generally had lower birth rates than nonmetropolitan areas. The low rate of growth of metropolitan areas may also be attributable to offsetting trends—on the one hand, the declining rate of nonmetropolitan migration to metropolitan areas and, on the other, the increasing tendency of metropolitan residents to move to areas just beyond the suburban fringe—but it is not yet possible to establish the relative importance of these factors.

Future patterns of interregional migration will strongly affect metropolitan growth in the different regions of the country, since metropolitan areas in the Northeast and North Central regions experienced net inmigration only because the net outmigration of whites was more than offset by the net inmigration of persons of Negro and other races. Should the migration of blacks from the South decline appreciably or should there be significant return migration of blacks, then metropolitan areas in these two regions would, overall, start to experience very small amounts of net outmigration. But since natural increase was the more important component of metropolitan area growth in these two regions during the 1960's, the more important components of future population change in these regions are likely to be the level of births and the propensity of those currently living in metropolitan areas to move farther out from the central city than they have in the past. However, this trend may well reverse if limitations on the gasoline supply make long-distance commuting expensive or difficult.

The South contains the largest remaining reservoir of nonmetropolitan population, while the West has the smallest. Since metropolitan areas in the West have been more dependent on migration as a source of growth than have those in other areas of the country, any slowdown of migration to the West is likely to exert a strong influence on metropolitan growth in that region.

MOVEMENT FROM CITIES TO SUBURBS

While the redistribution of population toward metropolitan areas may be slowing down, the movement from central cities to suburbs showed no sign of abating during the 1960's.

Between 1960 and 1970, the white population decreased in 9 of the 10 central cities of the largest metropolitan areas and increased significantly in the suburbs. Simultaneously, the black population increased in each of these cities but grew less than the white population decreased.

Except for Washington, D.C., none of the central cities of the 20 largest metropolitan areas had black majorities in 1960, but two (Newark and Atlanta) did by 1970, and three others (Detroit, St. Louis, and Baltimore) were more than 40-percent black. It should not be assumed, however, that black inmigration to the cities has caused white outmigration. The suburbs are attractive to many for reasons quite unrelated to race, including lower taxes and living costs, a more appealing environment, and "elbow room." It is also significant that the movement of whites more nearly reflects the movement of jobs than does that of blacks, as shown in the following section.

Suburbanization of Jobs

The high unemployment rate which has characterized the labor force experience of blacks in central cities is at least partly the result of increasing geographical dispersion of employment opportunities within metropolitan areas. To some degree, this suburbanization of jobs is the logical result of population shifts in earlier years. Not surprisingly, therefore, both commercial activity and the jobs generated by such activity have followed the centrifugal trend of metropolitan area population movement that began in the 1950's and accelerated considerably in the 1960's.[12]

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[10] *Estimates of the Population of Metropolitan Areas, 1971 and 1972* (Washington: U.S. Department of Commerce, Bureau of the Census, 1973), Current Population Reports, Series P-25, No. 505; *Mobility of the Population of the U.S.: March 1970 to March 1973* (Washington: U.S. Department of Commerce, Bureau of the Census, 1973), Current Population Reports, Series P-20, No. 256; and William Alonso, "Urban Zero Population Growth," *Daedalus*, Fall 1973, pp. 191-206.

[11] See the chapter on Population Changes: A Challenge to Manpower Policy in the *1973 Manpower Report*, pp. 59-82.

By 1970, 72 percent of employed suburban residents in the 15 largest SMSA's worked in the suburbs. Moreover, according to research reports issued by the Commission on Population Growth and the American Future,[13] employment in 39 suburban areas grew from 3.7 million persons in 1948 to 8.1 million in 1967, while employment in their neighboring central cities expanded from 8.9 million to 9.7 million. In other words, the suburban rings absorbed 85 percent of the new job opportunities in these metropolitan areas.

Central cities in the same 39 SMSA's experienced a 17-percent drop in jobs for production workers between 1948 and 1967, while similar employment in the suburbs expanded by 1.1 million jobs, or 58 percent. Loss of manufacturing employment in the central cities was especially sharp in Detroit, Chicago, Cleveland, Philadelphia, and St. Louis.

Retail trade followed population movement in the 39 metropolitan areas even more closely than did manufacturing, with the suburbs absorbing almost all employment expansion in the retail sector between 1948 and 1967. The same was true of suburban employment in wholesale trade, which expanded by 449,200 jobs, while central-city employment in both the wholesale and retail sectors remained virtually stable.

On the other hand, the steady postwar expansion of the services sector (excluding finance, real estate, insurance, and private household service) contributed to an increase in the number of new services jobs in both central cities and their suburbs. Total services employment in the 39 metropolitan areas expanded by 144 percent between 1948 and 1967, with the central cities absorbing 57 percent of the 1.4 million new jobs.

On balance, then, new job opportunities (aside from those in the services sector) have tended to occur at a considerable reverse commuting distance from those central-city residents most in need of them, while public transit systems are not always equipped to meet the rising demand for reverse commuting facilities. This geographical mismatch of jobseekers and job opportunities is accentuated by the relatively high cost of land and housing in many suburban jurisdictions. Moreover, suburban labor market information has tended to be sparse in general and especially so for central-city residents.

The Suburban Labor Force Mix

Analysis of the occupational components of the suburban labor force is somewhat handicapped by the difficulty of separating resident commuters from those who both live and work outside the central city. However, since nearly 60 percent of those who live in the suburbs now work there, the occupational characteristics of those who moved from the largest central cities to the suburbs between 1965 and 1970 provide some reasonably solid clues to the evolving configuration of the suburban labor force (see table 2).

Among men 16 years of age and over in metropolitan areas with 3 million or more inhabitants, the about 510,000 recent migrants to the suburbs have included fairly substantial proportions of professional and technical workers (16.6 percent), managers and administrators (11.2 percent), craft workers (16.6 percent), and operatives (12.7 percent). The professional and managerial categories may well include many resident commuters, while the blue-collar categories probably reflect, to some degree, the postwar displacement of manufacturing toward the suburban ring. Relatively few black men (33,000) left these central cities for the suburbs between 1965 and 1970, but craft workers and operatives were rather well represented among them (12.1 and 18.4 percent, respectively), along with service employees (10.2 percent, including private household workers).

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[12] See, for example, K. McLennan and P. Seidenstat, *New Business and Urban Employment Opportunities* (Lexington, Mass.: D.C. Heath and Co., 1972), esp. pp. 24-25, and S. L. Friedlander, *Unemployment in the Urban Core* (New York: Praeger Publishers, 1972), pp. 25-26.

[13] Neil N. Gold, "The Mismatch of Jobs and Low-Income People in Metropolitan Areas and Its Implications for the Central-City Poor," *Research Reports* (Washington: Commission on Population Growth and the American Future, 1973), vol. 5, pp. 441-486.

About 552,000 women 16 years of age or over, including 35,000 black women, moved to the suburbs of the largest metropolitan areas after 1965. Clerical workers formed a relatively sizable contingent (16.4 percent of the total and 16.8 percent of the blacks), followed by professional and technical workers (7.0 percent of the total and 7.9 percent of the blacks), service workers (4.6 percent of the total and 11.7 percent of black women inmigrants), and operatives (3.9 percent of the total and 7.5 percent of the blacks). Among all recent inmigrant women, 61.2 percent were not in the labor force, in contrast to 48.1 percent of the black women.

Taken as a whole, the suburban labor force includes relatively few sales workers (aside from department store personnel) or nonfarm laborers and rather significant proportions of the highly skilled on the one hand and clerical and blue-collar workers on the other.

Factors Influencing Migration Decisions

AGE

Age is clearly the most important single determinant of who moves and who does not, with persons in their late teens and early twenties being more mobile than persons of other ages. This generalization applies to virtually all types of moves and all countries. For the United States, chart 13 shows that the likelihood of moving—whether over short or long distances—is greatest at age 22 or 23, when nearly 50 percent of all persons move. At this age, many persons are still shopping around in the labor market or are just entering the labor force after college, while others are arranging the changes in residence associated with marriage and setting up a household.

Naturally, the high degree of residential mobility among persons in the early years of their careers produces considerable mobility among their children. Chart 13 shows that about one-third of all children move during the first year of life (and about 35 percent of interstate moves involve persons under 18 years of age). The mobility of children drops steadily to a low point at ages 14, 15, and 16 before beginning to rise rapidly at ages 17 and 18 and peaking at 22 or 23. The low mobility in the transitional years between ages 14 and 16 is again reached only after age 40.

A substantial part of a person's lifetime mobility experience occurs, therefore, while he is a child moving with his parents—in fact, about a fourth of the average individual's lifetime migration experience occurs before his 18th birthday. Another one-fourth typically occurs between ages 18 and 27, so that an average person will have experienced one-half of his lifetime moving by his 27th birthday.

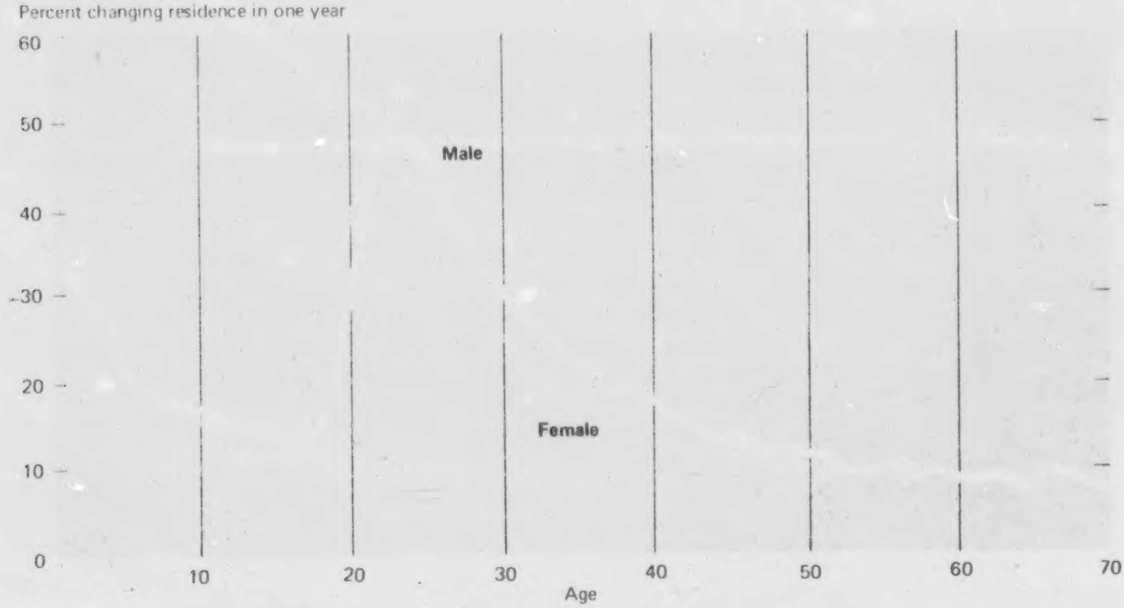
Long-distance moving is even more highly concentrated at the ages around 22 than is short-distance moving. About 32 percent of an average person's lifetime moving within counties takes place at ages 18 to 30, while 37 percent of interstate moves occur at these ages. This high degree of concentration of all forms of mobility—whether short or long distance—means that the impact of any program or policy aimed at influencing population movements will depend heavily upon the degree to which it is focused on the age groups experiencing the greatest mobility.

SEX

As shown in chart 13, sex is one of the least powerful determinants of migration, since men and women tend to move at parallel rates although at slightly different ages. In late adolescence, women appear to migrate somewhat more often than do men; once they are past 20 years of age, they move somewhat less often than do men. Migration propensity peaks at about age 22 for women and a year or so later for men. Even these apparent minor differences may be inconclusive, however, since a large proportion of all migration is undertaken by married couples in which the wife is typically 2 to 3 years younger than the husband (as chart 13 suggests). Both within-county and interstate movements follow age-sex patterns very similar to those for all changes of residence.

CHART 13

NEARLY 50 PERCENT OF ALL PERSONS CHANGE RESIDENCE IN THEIR EARLY TWENTIES, AND ABOUT ONE-THIRD OF ALL CHILDREN MOVE BEFORE THEIR FIRST BIRTHDAY.



Note: Data include movers from abroad.

Source: U.S. Department of Labor, based on unpublished data from Current Population Surveys, 1966-71.

LABOR MARKET INFORMATION AND CHOICE OF DESTINATION

A common observation is that a resolve to migrate does not always coincide with the selection of a destination—that, in fact, the decisions of a potential migrant are often made in sequence and reflect his perceptions (accurate or otherwise) of labor market developments in his home region and in a number of possible destinations.

Available evidence indicates that, in spite of its general accuracy, the observation is subject to some refinement.[14]

First, it is essential to note that a substantial proportion—perhaps as much as a quarter—of all migration decisions reflect such noneconomic motives as marriage, a search for better housing or climate, or retirement. In addition, noneconomic motives may play a subsidiary role in the many moves undertaken primarily for reasons related to employment. And the migration decisions motivated exclusively by economic factors (perhaps 60 percent of all moves) will have quite different impacts on the migrant and on the place of destination, depending on whether he or she is leaving to take a job secured before migration or to search for employment.

Whether or not potential migrants secure jobs in advance of migration, their major sources of labor market information are the friends and relatives who have already settled outside the region of origin. This is true both before departure, when the migrants are seeking information at a distance, and after arrival, when they may add newspaper advertisements and employment agencies to the list of potential sources of information.

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[14] See, for example, Peter A. Morrison, "Population Movements and the Shape of Urban Growth: Implications for Public Policy," *Research Reports* (Washington: Commission on Population Growth and the American Future, 1973), vol. 5, pp. 296-301.

It is clear, then, that informal sources of labor market information exert a strong influence on the choice of destination, a fact that may have unfortunate consequences when the information provided by these sources is inaccurate or inadequate—as it often is.

EDUCATION

Long-Distance Moves

While age is the best general indicator of who is likely to move or stay in place, within age groups, educational level is probably the best indicator of those who are likely to undertake migration. Among the several ways of looking at the effects of educational level on migration, one of the most telling is to measure the probability that a person of a given age, sex, and educational level will make a move of a specified type within the next 12 months. These perspectives are featured in table 3, which shows 1-year rates of moving within counties, between counties (including moves between States), and moves between States shown separately, for men and women 25 to 29 years old.

Among men 25 to 29 years old with less than a high school education, just over 5 percent can be expected to move between States within a year's time. With increasing education, this proportion rises rapidly to over 15 percent of men with a graduate school education. While women in the same age group can be expected to move somewhat less frequently between States, their migration proceeds on a pattern very similar to that of the men (4.3 percent of women with less than 8 years of schooling and 13.5 percent of those with more than 4 years of college are likely to make interstate moves). The most highly educated members of both sexes in this age group, therefore, are more than three times as likely to undertake long-distance moves between States as those at the lowest educational level.

At later ages, the influence of education on interstate migration is less pronounced, but throughout life the most highly educated men and women

TABLE 3. 1-YEAR MOBILITY RATES FOR MEN AND WOMEN 25 TO 29 YEARS OLD, BY TYPE OF MOBILITY AND LEVEL OF EDUCATION, MARCH 1965 TO MARCH 1971

Sex and education	Percent changing residence [1]	Percent moving within counties	Percent moving between counties [2]	Percent moving between States
MEN				
Elementary: 0 to 7 years	39. 8	25. 6	11. 9	5. 2
8 years	42. 3	28. 2	12. 6	5. 7
High School: 1 to 3 years	37. 2	24. 3	11. 6	5. 2
4 years	33. 7	21. 5	10. 7	5. 2
College: 1 to 3 years	36. 9	22. 1	13. 0	6. 9
4 years	44. 8	20. 2	20. 5	11. 3
5 years or more	49. 6	22. 4	23. 9	15. 6
WOMEN				
Elementary: 0 to 7 years	37. 1	24. 2	9. 2	4. 3
8 years	35. 5	22. 9	11. 2	6. 3
High School: 1 to 3 years	31. 8	21. 9	9. 1	4. 8
4 years	28. 0	17. 4	10. 0	5. 2
College: 1 to 3 years	32. 6	17. 2	14. 4	8. 0
4 years	38. 2	18. 6	18. 0	11. 0
5 years or more	43. 8	19. 8	21. 6	13. 5

[1] Includes movers from abroad.

[2] Includes movers between States.

SOURCE: Current Population Survey, 1966-71.

do more interstate moving than do those who are less well educated.

On the average, 25-year-old men and women with less than a high school education can expect to spend the rest of their lives in their State of current residence, while 25-year-olds who went to graduate school can expect to make at least two moves between States during the remainder of their lifetimes. Again, one should remember that some persons will move much more frequently and others much less frequently than the averages indicate; nevertheless, these differences underscore the far greater participation of the highly educated in interstate migration.

Short-Distance Moves

The probability of making a short-distance move tends to be inversely related to level of education. Among 25- to 29-year-old men who did not finish elementary school, 25.6 percent can expect to make within-county moves in the course of a year, a proportion almost matched by the 24.2 percent of women of similar age and education moving within counties. On the other hand, short-distance moves will be undertaken by only 20.2 percent of college-educated men and 18.6 percent of college-educated women.

In fact, only about 27 percent of the total lifetime changes of residence among men with less than an eighth-grade education will involve movement across a county boundary, in contrast to about 48 percent of the lifetime changes of residence of men with graduate school education. When interstate moves are considered, the differences are even more striking. Only about 11 percent of all the total moves made by men with less than an eighth-grade education involve interstate migration, whereas 29 percent of all moves made by men with graduate school educations are between States.

High School Graduates

Because educational level is positively related to long-distance moving and inversely related to short-distance moving, the result is a U-shaped relationship between educational level and lifetime changes of residence. High school graduates, the "in-betweens," tend to be the most residentially stable over the course of a lifetime.

This U-shaped relationship between educational level and residential mobility also applies to job mobility, since male high school graduates are slightly less likely to change their jobs in a year's time than are men at the educational extremes. The percentage of men 25 to 34 years old changing residence and the percentage of 25- to 34-year-old employed men changing jobs in 1 year is shown below, according to educational level:

Education	*Percent changing residence, 1965–71*	*Percent changing job, 1967–68*
Elementary: 0 to 8 years	31. 1	31. 1
High School: 1 to 3 years	29. 6	29. 7
4 years	26. 3	23. 5
College: 1 to 3 years	29. 9	25. 2
4 years or more	35. 6	27. 3

SOURCES: Current Population Survey, 1966–71 and "Job Tenure: How it Relates to Race and Age," *Monthly Labor Review*, September 1969.

In both cases, the men who were high school graduates were the least likely to change residence or job.

The greater frequency of both residential and job mobility among individuals at the educational extremes probably results from entirely opposite forces. Many of the educationally disadvantaged change jobs frequently because they can find only intermittent work, and their unstable income may prevent them from accumulating the savings for a house, resulting in their moving from landlord to landlord. In contrast, highly qualified workers find their skills in relatively great demand and are able to advance their careers by moving to progressively better jobs, while their higher lifetime income permits them to move to progressively better homes.

FAMILY STATUS

Another important influence in determining who moves is family status, which includes marital status, family size, presence of school-aged children, and number of family members in the labor force. The last factor is particularly relevant in view of the increasing labor force participation rates among married women, especially those under 35 years of age.

Getting married and setting up a household are associated with a good deal of both short- and long-distance moving. Thereafter, however, married persons are less geographically mobile than those who are not married. And, among married couples, the number of children and the presence of school-aged children may often exert a strong influence on the likelihood of the family's undertaking migration, as shown in chart 14.

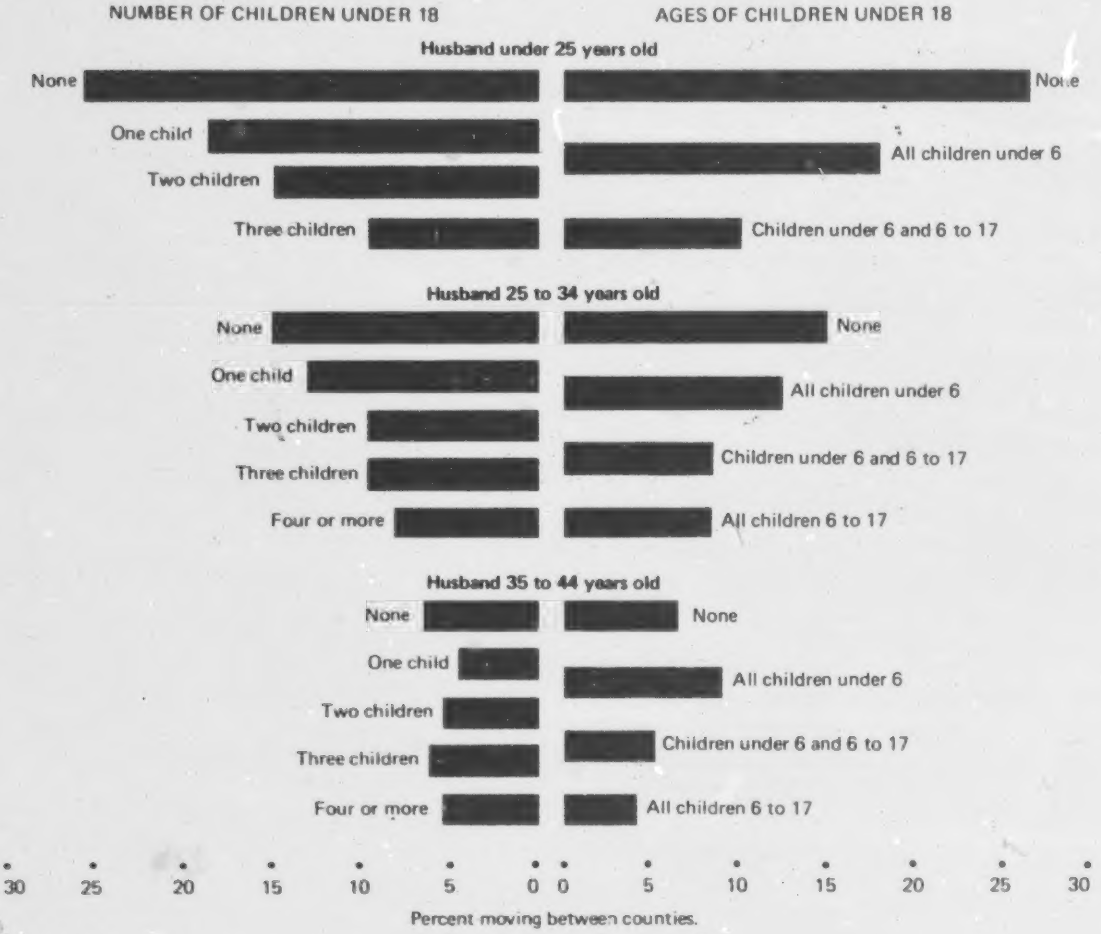
Number of Children

The stabilizing effect of the number of children is most apparent in the same age groups that are most prone to migration—that is, among the youngest families. Among families in which the

CHART 14

THE NUMBER AND AGES OF CHILDREN EXERT A STRONG IMPACT ON THE LIKELIHOOD OF FAMILY MIGRATION.

One-Year Rates of Moving for Husband-Wife Families, March 1967-March 1970



Source: U.S. Department of Labor, based on Current Population Surveys, 1968-70.

husband is under 35, those with no children are more migratory than those with children; among young families with children, the likelihood of moving is inversely related to number of offspring. For example, of families in which the husband is under 25, about 26 percent of those with no children move between counties in 1 year's time, compared to 19 percent of those with one child, 15 percent of those with two children, and less than 10 percent of those with three children. In other words, families at this age with no children are over $2\frac{1}{2}$ times as migratory as those with three children.

At the next older age group—families in which the husband is 25 to 34 years old—the effect of number of children is less pronounced but in the same direction. Among families at this age with no children, almost 16 percent move in a year's time, compared with about 8 percent for those with four or more children—a difference of nearly 2 to 1.

When the husband reaches age 35, the presence of children has relatively little impact on a family's migration. For married couples in which the husband is 35 to 44 years old, those with no children in the home are not appreciably more migratory than those with children. Migration rates have declined considerably among these couples, and most have already experienced a substantial part (around 71 percent) of lifetime intercounty movement. However, many families in this age bracket have children who are beginning to leave the parental home to go to school, to enter the labor force, or to get married.

Ages of Children

The ages of children also have an important effect on family migration, for the enrollment of children in school tends to act as an effective barrier to future migration. As shown in chart D, families are most mobile when all their children are of preschool age (under 6 years old). Enrollment of the first child in school reduces considerably the likelihood of migration, and when all children are enrolled in school (or at least are 6 to 17 years old), the possibility of migration is diminished still more.

Enrollment of the first child in school represents a transition point in a family's migration history. Enrollment of subsequent children reduces by progressive amounts the likelihood of a family's migration, but the effect is typically less than it was with the enrollment of the first child. The influence of children's ages on migration propensity is independent of the influence exercised by the age of the family head.

The apparent reluctance to move on the part of families with school-aged children should not obscure the fact that some geographical moves are undertaken specifically *because* of children. Much of the mobility of the American population represents young couples moving from an apartment to a single-family house as the first child arrives and making subsequent moves from a small to a larger house as later children are born. In addition, much of the massive suburbanization of the population which has taken place since World War II was motivated by considerations regarding what parents perceived as the best environment in which to raise children.

Nevertheless, it is clear that persons most likely to respond to differential economic opportunity are those without heavy family responsibilities. Early childbearing and large family size are especially important in reducing the migratory potential of persons at the ages when migration is ordinarily most frequent and most likely to have greatest impact on subsequent economic opportunities.

Working Wives and Family Migration

With data recently made available from the 1970 census, it is possible for the first time to demonstrate some of the effects of the husband's migration on the wife's employment and, conversely, the effect of the wife's employment on the husband's migration over the 1965-70 interval. The census data present some analytical problems, for the 5-year census interval may mask several changes of residence, as well as entries to and withdrawals from the labor force. Yet these data are the best currently available, and it is to be hoped that future surveys can include more detailed questions on these aspects of family mobility.

Consider first the effect of the wife's employment on the husband's migration. If the wife's employment has no effect on her husband's migration, then there should be no differences in migration rates for men whose wives were working and men whose wives were not working. If, on the other hand, "dual-career" families really do seek to accommodate the economic interests of two working partners, then the probable result is that either the husband or the wife will occasionally pass up an offer of a new job in a different area, so that dual-career families will be less migratory than other families.

Evidence from the 1970 census (table 4) indicates that at the youngest ages dual-career families do *not* have lower rates of interstate migration than do other families.

In 1965, only after age 30 were married men with working wives less likely to undertake interstate migration during the next 5 years than were men whose wives were not working in 1965.

The ages between 20 and 30 are years when not only interstate migration but marriage is most likely to occur. Thus, marriages which occurred during the interval may have distorted to some extent the apparent lack of influence of working wives on the interstate migration of their husbands at ages 20 to 24 and 25 to 29. Nevertheless, the evidence in table 4 suggests that working wives have had less influence so far than might be expected on the interstate migration of their husbands, although this observation may hold less true in the future as sex discrimination diminishes and as more and more wives obtain work paying as well as that of their husbands. It is possible, of course, that professionally employed wives have a greater impact on the family's migration than other working wives, but for the general case the data suggest considerable interruptions in the employment of wives brought about by the migration of their husbands.

The Census Bureau's tabulations showed data on short-distance moving as well: not unexpectedly, a wife's employment status has an important effect on this variety of move. Men whose wives were employed in 1965 were *more* likely to move within counties during the subsequent 5 years than men whose wives were not working.

This higher within-county mobility of families in which the wife works probably reflects considerable investment of the wife's earnings in the family's housing. Studies of reasons for moving

TABLE 4. RATES OF MOVING BETWEEN STATES AND WITHIN COUNTIES BETWEEN 1965 AND 1970 FOR MARRIED MEN, BY WIFE'S EMPLOYMENT STATUS AND HUSBAND'S AGE IN 1965

Age of husband in 1965	Wife employed in 1965			Wife not employed in 1965		
	Total	Employed in 1970	Not employed in 1970	Total	Employed in 1970	Not employed in 1970
	Percent moving between States, 1965–70 [1]					
20 to 24 years	18. 8	16. 6	20. 7	18. 8	20. 7	17. 8
25 to 29 years	13. 9	10. 7	17. 7	13. 1	12. 6	13. 2
30 to 39 years	7. 7	5. 8	12. 9	9. 0	8. 4	9. 2
40 to 49 years	4. 1	3. 1	8. 2	5. 4	5. 4	5. 3
50 to 59 years	2. 5	1. 8	5. 0	3. 1	3. 7	2. 9
	Percent moving within counties, 1965–70 [1]					
20 to 24 years	46. 6	48. 4	45. 0	42. 6	42. 1	42. 9
25 to 29 years	41. 6	42. 4	40. 6	34. 9	36. 4	34. 5
30 to 39 years	29. 4	28. 6	31. 6	23. 8	24. 5	23. 6
40 to 49 years	19. 7	19. 1	22. 3	16. 6	17. 4	16. 4
50 to 59 years	16. 1	15. 6	18. 0	14. 3	16. 6	14. 0

[1] Based on total reporting residence in 1965. Excludes men with farm occupations or unemployed or not in labor force in 1970.

SOURCE: 1970 Census of Population, *Mobility for States and the Nation*, PC(2)-2B, table 11.

have consistently shown that housing considerations constitute the most important motivation for families undertaking within-county moving.[15] The fact that at each age families with working wives are more mobile within counties suggests repeated moving over the family life cycle to successively more desirable housing.

Table 4 shows mobility rates for men whose wives were working in 1965 but not in 1970, indicating an apparent withdrawal (perhaps only temporary) from the labor force or a loss of employment on the part of the wife. Men whose wives were employed in 1965 but not in 1970 had higher rates of interstate migration than men in any of the other categories. Beyond age 30, they also had the highest rates of within-county moving. Thus, the geographic mobility of husbands is facilitated by a wife who gives up her job.

The preceding discussion has considered the ways that the wife's employment may influence her husband's geographical mobility. One way of evaluating how the husband's geographic mobility influences the wife's employment is that of considering how many wives who were employed in 1965 were also employed in 1970, according to geographic mobility status during the interval. Of wives employed in 1965, the percent employed in 1970 is shown below, according to mobility status and age of husband (in 1965):

	Percent of wives employed in 1965 who were also employed in 1970			
Age of husband in 1965	*Nonmovers (same house)*	*Movers within counties*	*Movers between counties within a State*	*Movers between States*
20 to 24 years	54.0	48.2	42.0	41.0
25 to 29 years	63.6	55.3	46.3	41.7
30 to 39 years	78.9	70.8	60.8	54.7
40 to 49 years	83.7	78.5	69.6	61.7
50 to 59 years	80.9	76.6	67.9	57.4

SOURCE: 1970 Census of Population, *Mobility for States and the Nation*, PC(2)-2B, table 11.

Of women employed in 1965, those who did not move were in every case more likely to be employed in 1970 than those who did move; and of those who moved, increasing distance of move was consistently associated with a decreased likelihood of being employed in 1970. For example, 54 percent of women employed in 1965 and married to men 20 to 24 in 1965 were still employed in 1970 if they did not move between 1965 and 1970; but with increasing distance of move, this percent is steadily reduced to 41. This same pattern applies to all later age groups. (It should be noted, however, that in every case the labor force participation rate of these wives was relatively high. In only one instance—that of wives of husbands 20 to 24 years of age who moved between States—was the labor force participation level slightly below the 1972 national rate for women (41.5 percent). Indeed, in some instances, especially among the wives of husbands in the older age groups, employment levels are conspicuously higher than the national average.)

On balance, it appears that any geographical movement may be somewhat unfavorable to the wife's continued participation in the labor force. The greater the distance moved (at least up to a point), the greater the likelihood of her dropping out of employment.

This conclusion suggests that the migration of husbands is one more factor which (along with childrearing responsibilities and on-the-job discrimination) creates considerable disruption in the careers of working wives. These interruptions in work history reduce the cumulative experience of women in a particular career field and help to explain why women tend to earn less than men at the same age, with the same educational level, and in the same occupational category.

Some types of moves, however, probably interfere with a wife's continued employment more than other types of moves. Moves between metropolitan areas, for example, probably pose fewer problems for a wife's continued employment than do moves between small towns, for the former areas have a wider variety of employment opportunities than the latter.

The importance of migration in the American economy is underscored by the high mobility of the American work force. Different occupations have different migration requirements, and the special challenge faced by dual-career families is the need to develop ways of responding simultaneously to the diverse migration requirements of two occupations.

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[15] *Reasons for Moving: March 1962 to March 1963* (Washington: U.S. Department of Commerce, Bureau of the Census, August 1966), Current Population Reports, Series P-20, No. 154, and John B. Lansing and Eva Mueller, *The Geographical Mobility of Labor* (Ann Arbor: The University of Michigan Survey Research Center, 1967).

Characteristics of Black Migration From the South

The two world wars of this century have provided a powerful stimulus to the migration of blacks, each in turn initiating a wave of redistribution of black population out of the South and from rural areas to cities. Both wars created an unprecedented demand for labor in the industrial sections of the country, and the migration of blacks that resulted was a response to these economic opportunities as well as to the century's long decline in rural employment. The migration that began during World War I continued into the 1920's, a decade that saw more than 800,000 blacks leave the South, headed mostly for the big cities of the North. This level of movement might have been sustained or accelerated during the 1930's had it not been a period of economic stagnation. As economic opportunities declined with the onset of the depression, the net outflow of blacks from the South was reduced during the 1930's to only one-half of what it had been in the 1920's.

In the 1940's, however, the net movement of blacks from the South increased to twice what it had been during the 1920's, rising to 1.6 million, or about 16 percent of the entire black population of the South at the beginning of the decade. In the 20 years of sustained general prosperity following this wartime decade, the net outflow did not decrease but remained at nearly the same high level, with a net outmigration of blacks from the South of 1.5 million during the 1950's, or about 14 percent of the 1950 black population of the South, and almost 1.4 million during the 1960's, or about 12 percent of the 1960 black population of the South.

These successive outflows of blacks from the South totaled nearly 5.7 million persons over the 50 years between 1920 and 1970. In the course of the two generations represented by this timespan, blacks have gone from being a predominantly rural population (34.0 percent urban in 1920) to an overwhelmingly urban population (81.3 percent urban in 1970). Most of these moves out of the South and from rural to urban areas have, in fact, taken place in little more than one generation—since World War II. Even as late as 1940, more than one-half of the black population was rural, and not until 1960 did blacks become more urban than whites.

These figures are well known and frequently cited, often along with the observation that such a rate of exodus cannot be maintained indefinitely. In recent years, in fact, the volume of net migration out of the South and the rate of exodus have probably slowed as many southern blacks have come to find that jobs in the South formerly denied to them by discriminatory practices are now available, so that economic opportunities have opened up closer to home. There may even be a stepped-up rate of return migration of southern-born blacks living in the North. Then, too, blacks may have shared in the general economic expansion that has occurred in the South in recent years. Overall, the same forces which produced a net inmigration of whites to the South between 1960 and 1970 may also be acting to draw increased numbers of blacks to the South, including those who had left earlier.

The tremendous migration of blacks to major metropolitan areas since World War II is also sometimes cited as contributing appreciably to the major problems of poverty, unemployment, and welfare dependence which became so obvious in big cities during the 1960's. One way of assessing the effects of migration is to compare migrants and nonmigrants in terms of employment and other characteristics to see if migrants contribute disproportionately to unemployment and poverty. Such information has only recently become available from the 1970 census and the 1967 Survey of Economic Opportunity as well as other sources; the evidence indicates that in some ways black migrants from the South are able to overcome the handicap of limited education and compete quite successfully in the labor market—often avoiding poverty more successfully than northern-born blacks.

EDUCATION

Traditionally, black migrants from the South to northern cities have arrived with lower levels of education than those of blacks who were born and raised in the North, in spite of the fact that black migrants from the South typically had completed more years of school than blacks who did not migrate.[16] In some instances, therefore, the effect of black migration has been to lower average levels of educational attainment in both the areas of origin (in the South) and in areas of destination (in northern cities). Yet this effect has been small and is disappearing as a rising proportion of persons in all parts of the country complete high school.

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[16] See, for example, Rashi Fein, "Educational Patterns in Southern Migration," *Southern Economic Journal*, July 1965, pp. 106–124.

The percentage of black men 25 to 64 years old completing high school and the percentage with annual incomes under $3,000 are shown in table 5, according to migration status for six metropolitan areas, each of which had a central city with a Negro population of 500,000 or more in 1970 (New York, Philadelphia, Washington, Chicago, Detroit, and Los Angeles-Long Beach). The age group involved represents persons who have ordinarily completed their educations and have been in the labor force long enough to have established a career pattern.

Black men who were born and raised in these metropolitan areas are more likely to be high school graduates than are black men who left the South before 1965. In the New York City metropolitan area, 47.8 percent of the black men in this age group who were apparently native to the area had completed high school, but only 37.4 percent of black men who were born in the South and had moved to the area before 1965 were high school graduates.

Recent black migrants from the South, however, had educational levels about equal to blacks native to the areas. For example, 59.5 percent of black men 25 to 64 years old apparently born and raised in the Los Angeles-Long Beach metropolitan area had completed high school, compared with 59.1 percent of the migrants who have moved from the South since 1965. In each of the other metropolitan areas, the recent migrants from the South had higher percentages of high school graduates than did the earlier migrants and, in some instances, had higher levels of education than those of blacks native to the area. In the Washington metropolitan area, 46.7 percent of black men 25 to 64 born in the District of Columbia had completed high school, compared with 40.5 percent of

TABLE 5. PERCENT HIGH SCHOOL GRADUATES AND PERCENT WITH ANNUAL INCOME UNDER $3,000, FOR BLACK MEN AGED 25 TO 64 IN SIX STANDARD METROPOLITAN STATISTICAL AREAS, BY SELECTED MIGRATION CATEGORIES, 1970

SMSA	Born in State of 1970 residence and living in SMSA in 1965	Born elsewhere in region		Born in South	
		Living in SMSA in 1965	Living elsewhere in 1965	Living in SMSA in 1965	Living in South in 1965
	Percent high school graduates				
New York, N.Y.	47.8	57.5	71.0	37.4	47.7
Philadelphia, Pa.[1]	40.5	50.0	72.1	28.4	48.9
Washington, D.C.-Md.-Va.	46.7	(3)	(3)	40.5	69.0
Chicago, Ill.	51.7	56.7	76.0	34.8	44.4
Detroit, Mich.	43.0	54.3	64.5	30.8	48.0
Los Angeles-Long Beach, Calif.	59.5	68.7	72.4	51.1	59.1
	Percent with annual income under $3,000				
New York, N.Y.	18.9	15.3	15.9	15.2	19.7
Philadelphia, Pa.[1]	19.3	16.2	18.4	16.2	19.4
Washington, D.C.-Md.-Va.	17.3	(3)	(3)	14.5	13.7
Chicago, Ill.	1 .7	13.6	(3)	14.9	15.7
Detroit, Mich.	17.8	13.6	16.8	14.2	10.6
Los Angeles-Long Beach, Calif.	22.7	15.4	29.2	18.6	20.3

[1] Excludes New Jersey part.

[2] Washington, D.C., is included in the census-defined South.

[3] Too few cases to compute percent.

SOURCE: 1970 Census of Population, *Supplementary Report* PC(S1)-47.

the early migrants from the South and 69.0 percent of the post-1965 migrants from the same region. In some migration streams, therefore, the degree of selectivity is so strong at the point of origin that recent southern migrants have even higher levels of educational attainment than the black population in the area of destination.

The highest levels of educational attainment are found among blacks who were born in the North and who moved from one metropolitan area to another. For the Chicago metropolitan area, 51.7 percent of black men 25 to 64 years old born and raised in the area had completed high school, compared with 56.7 percent of black men who had been born in the North outside of Illinois and had moved to the Chicago metropolitan area before 1965. Fully 76 percent of the black men in this age group recently arriving in the Chicago area from elsewhere in the region had completed high school. A similar pattern applies to the other metropolitan areas. Clearly, blacks who move from one northern metropolitan area to another have levels of education higher than do either blacks in the area of origin or the area of destination. This variety of migration has often been ignored in earlier years, but it is likely to become more important in the future.

The evidence therefore reveals that, in the past, black migrants from the South arrived in northern cities with levels of education lower than those of blacks who had grown up in northern cities. Looking at education alone, then, one would expect the southern migrants to be doing quite poorly in economic comparisons with blacks who had grown up in northern metropolitan areas. However, some indicators of economic status reveal that the southern migrants actually seem to be doing better than the northern-born blacks.

INCOME LEVELS

Among black men 25 to 64 years old, the inmigrants, whether from the South or elsewhere, are less likely to be in the lowest income interval (under $3,000) than are the men who are native to each of the metropolitan areas (see table 5). In the New York City SMSA, for example, 18.9 percent of black men of these ages born in New York State and living in the SMSA in 1965 were at the lowest income interval, compared with only 15.2 percent of the pre-1965 southern inmigrants and 19.7 percent of those arriving from the South since 1965. The same basic pattern applies to each of the other large metropolitan areas.

In four of the six metropolitan areas shown, the recent migrants from the South were somewhat more likely to be at the lowest income level than were the earlier migrants, in spite of the fact that the recent migrants had a higher average educational level than the earlier migrants. This may suggest that there is an initial period of difficulty in adjusting to the new areas and in finding employment. But even the recent black migrants from the South are less likely to be at the lowest income level than are blacks who grew up in the urban North.

In the six metropolitan areas, black migrants—whether early or recent, or from the North or the South—appear to be able to avoid poverty at least as well as or better than blacks who grew up in the metropolitan areas in question. Such empirical evidence is in direct contradiction to a good deal of conventional thinking on the subject.

LABOR FORCE PARTICIPATION

How is it that southern black migrants, in spite of their educational handicaps, are relatively more successful in avoiding urban poverty than are blacks who grow up in northern metropolitan areas? Part of the answer appears to lie in the stronger attachment of southern migrants to the labor force. The high rates of nonparticipation in the labor force on the part of black men in large cities has long been identified as a major problem, but the extent of nonparticipation has not been studied separately for the northern-born and southern-born black populations of the North.

The percent of the civilian labor force unemployed and the percent not in the labor force are shown in table 6 for black men and women 16 to 64 years old, according to the same migration categories used in table 5. In every instance, the recent migrants from the South have higher rates of unemployment than earlier migrants from the South—but, among the men, these same recent migrants have rates of unemployment not greatly different from blacks born and raised in each of the metropolitan areas.

TABLE 6. RATES OF UNEMPLOYMENT AND NONPARTICIPATION IN THE LABOR FORCE FOR BLACK MEN AND WOMEN AGED 16 TO 64 IN SIX STANDARD METROPOLITAN STATISTICAL AREAS, BY SELECTED MIGRATION CATEGORIES, 1970

Sex and SMSA	Born in State of 1970 residence and living in SMSA in 1965	Born elsewhere in region		Born in South	
		Living in SMSA in 1965	Living elsewhere in 1965	Living in SMSA in 1965	Living in South in 1965
	Percent of civilian labor force unemployed				
MEN					
New York, N.Y.	6.5	3.5	8.3	4.4	6.7
Philadelphia, Pa.[1]	8.1	4.8	9.4	4.6	5.0
Washington, D.C.-Md.-Va.	5.5	(2)	(2)	2.7	2.8
Chicago, Ill.	8.3	5.8	4.8	5.2	6.8
Detroit, Mich.	13.7	7.0	11.0	7.1	15.2
Los Angeles-LongBeach, Calif.	14.8	9.4	16.0	8.4	13.2
	Percent not in labor force				
New York, N.Y.	32.2	16.5	15.6	16.0	17.3
Philadelphia, Pa.[1]	26.0	17.5	22.4	15.0	14.0
Washington, D.C.-Md.-Va.	26.1	(2)	(2)	13.6	10.4
Chicago, Ill.	30.6	16.8	15.3	15.0	10.8
Detroit, Mich.	29.3	15.6	13.8	14.2	9.0
Los Angeles-Long Beach, Calif.	36.8	21.0	26.7	17.8	20.0
WOMEN	Percent of civilian labor force unemployed				
New York, N.Y.	5.3	3.7	8.0	4.3	5.7
Philadelphia, Pa.[1]	6.4	5.8	11.0	4.8	11.5
Washington, D.C.-Md.-Va.	4.6	(2)	(2)	3.1	5.1
Chicago, Ill.	8.6	5.3	4.6	6.7	11.3
Detroit, Mich.	12.6	3.1	14.9	8.0	18.1
Los Angeles-Long Beach, Calif.	11.3	14.1	11.4	8.9	13.9
	Percent not in labor force				
New York, N.Y.	58.1	41.1	37.6	48.0	43.9
Philadelphia, Pa.[1]	49.7	39.1	45.6	44.6	45.9
Washington D.C.-Md.-Va.	43.2	(2)	(2)	35.1	29.0
Chicago, Ill.	55.2	40.5	44.2	47.8	43.6
Detroit, Mich.	53.8	45.4	46.2	50.1	50.0
Los Angeles-Long Beach, Calif.	54.1	45.9	54.8	45.6	43.6

[1] Excludes New Jersey part.

[2] Washington, D.C., is included in the census-defined South.

SOURCE: 1970 Census of Population, *Supplementary Report* PC(S1)-47.

For the women, unemployment rates are substantially higher among recent migrants from the South than they are among either the urban-born or the earlier migrants. The latter, however, show consistently lower rates of unemployment than do the natives of the metropolitan areas in question. This is further evidence that, although recent migrants from the South face initial problems in adjusting to and finding jobs in their new environment, after a few years they are more likely to be employed than nonmigrant blacks.

It is even more important to note that recent migrants of both sexes have higher rates of labor force participation than do the nonmigrant blacks. For example, in the New York City metropolitan area, 32.2 percent of black men 16 to 64 years old who were native to the area were not in the labor force, compared with 16.0 percent of southern migrants who had lived in the area for 5 years or more and 17.3 percent of more recent southern migrants. The same pattern holds true for both men and women in each of the other metropolitan areas, with the nonmigrants having the highest rates of nonparticipation in the labor force and the southern migrants tending to have lower nonparticipation rates. Thus, black men native to northern metropolitan areas have not only unexpectedly high rates of unemployment but also high rates of nonparticipation in the labor force compared with black migrants from the South. Moreover, these patterns tend to characterize all age groups, so that it may be assumed that these differences between migrants and nonmigrants in employment and labor force participation rates do not arise out of different age structures of the populations being compared.

Such contrasts in employment and labor force participation rates make more understandable the income differences previously noted. Black migrants, particularly those who have lived in one of the metropolitan areas for 5 years or more, are less likely to be at the lowest income level, probably because they were more likely to be working at the census date than were the nonmigrants.

In terms of education, the southern black migrants do tend to fit the stereotyped view of a population uprooted and apparently lacking the marketable skills suitable to an urban economy. Otherwise, however, the southern migrants do not fit the stereotype.

Why these unexpected differences exist between southern black migrants and northern blacks is not entirely clear. It is true, of course, that many of the southern migrants who are unable to find employment in northern metropolitan areas return to the South, thereby reducing the unemployment rate among migrants in the North.

There may also be important motivational differences between the southern migrants and the native northern blacks. The migration of blacks out of the South is often looked upon as a movement stimulated more by "push" than "pull" factors. Yet pull factors may have played a larger role than is commonly thought. It seems clear that the original impetus to large-scale outmigration of blacks from the South was the pull of economic opportunities created by domestic labor shortages resulting from the two world wars. It may be that the pull of economic opportunities during the 1950's and 1960's has attracted highly motivated blacks to leave the South, and their departure has mitigated the effect of push factors on blacks who have remained below the Mason-Dixon line. There is, however, extremely little empirical research which has explored either motivational differences between northern-born and southern-born blacks in the North or the possible existence of contrasting attitudes concerning the types of employment considered acceptable or unacceptable by members of the two groups.

WELFARE ENROLLMENT

A persistent question raised during the 1960's was whether interstate migration tended to draw poor people into areas with high average welfare payments. It has been suggested that, in this way, migration played an important role in the rapid rise that occurred in the 1960's in the number and proportion of persons receiving public assistance (particularly Aid to Families with Dependent Children).

In considering a possible relationship between migration and size of welfare payment, one should note the fairly high correlation between median family income and average AFDC payment per family in the different States. About 45 percent of the variation among the States in average size of welfare payment can be accounted for simply by differences in median family income,[17] meaning that there is a rather strong tendency for States with high incomes (and high living costs) to offer relatively generous welfare payments. Moreover, among the States, there is no correlation between AFDC payment level and the percent of population receiving AFDC, meaning that the proportion of a State's population receiving AFDC does not reflect the average size of AFDC payment.

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[17] Larry H. Long, "Poverty Status and Receipt of Welfare Among Migrants and Nonmigrants in Large Cities," *American Sociological Review*, February 1974.

Migration has tended to flow from areas of limited income-earning possibilities to areas of higher income-earning possibilities. Thus, among the poor, one would expect migration to States with highest incomes, but the high-income States also tend to be States with relatively high average AFDC payments.

There are three important reasons indicating that migration played only a relatively small part in the increase in the number of welfare recipients during the 1960's. First, as table 6 shows, blacks migrating from the South to the largest cities in the North and West have had relatively high labor force participation rates. In fact, the inmigrants (both men and women) have tended to have higher labor force participation rates and lower unemployment rates than blacks native to the cities in question. These findings suggest strong economic motivation on the part of the inmigrants—even stronger than that of nonmigrants. Job opportunities, therefore, seem to have been a dominant factor in encouraging their migration.

A second reason for thinking that migration had little influence on the expansion of welfare in the 1960's is the absence of any increase in migration associated with the increase in the number of welfare recipients. The volume of migration of blacks out of the South during the 1960's was no higher than during the 1940's or 1950's. Economic expansion during the 1960's (see the section on The South in this chapter) has encouraged a net inmigration of whites to that region—thereby reversing a dominant and long-standing migration pattern. It is likely that the South's low-income population—both black and white—shared to some extent in this economic expansion, thereby reducing the likelihood and necessity of migration to other regions.

Third, the most direct evidence that inmigration did not contribute substantially to receipt of public assistance comes from a study based on the 1970 census,[18] which found that blacks born and raised in the six cities listed in tables 5 and 6 were more likely to be receiving public assistance than black migrants from the South. Recent black migrants from the South were found to have generally higher rates of poverty and public assistance than the migrants who had lived in each of the cities for 5 years or more, but even the recent inmigrants were no more likely to be poor or on welfare than the natives to these cities. Among whites, the study found little relationship between migration status and the likelihood of receiving public assistance. Other studies with smaller samples have come to similar conclusions.

The available evidence from various sources indicates, therefore, that the rapid rise that occurred during the 1960's in the number of persons on welfare resulted mainly from an increase in the number of urban nonmigrants applying for welfare. Why an increased number of persons began to apply for welfare is not clear, although in many areas welfare payments may have come to compete with low-wage employment.[19] The unanswered questions involve how and why an increased number of urban nonmigrants who were eligible for welfare began to apply and were accepted on the rolls in the 1960's and why urban nonmigrants were often more likely to adopt the welfare alternative than were southern migrants.

SCHOOL PROGRESS OF MIGRANT CHILDREN

Black children who move from the South appear to do less well in northern schools than do northern-born children. This is illustrated in table 7 by the percent of school-aged children not enrolled in school and, among the enrolled, the percent of children below the modal grade for their age.[20] According to figures derived from the 1970 census, southern-born black children are less likely to be enrolled in school than are northern-born black children and, among the enrolled, are more likely to be below the grade appropriate for their age. These relationships are particularly evident at the oldest age group. Among black adolescents 13 to 17 years old in the North, 10.8 percent of the northern-born are not enrolled in school, compared with 16.2 percent of the southern-born. And among those in this age group who are enrolled, 30.9 percent of the northern-born are below the grade most appropriate for their age, compared with 37.0 percent of the southern-born.

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[18] Ibid.

[19] See, for example, Sar A. Levitan, Martin Rein, and David Marwick, *Work and Welfare Go Together* (Baltimore: The Johns Hopkins University Press, 1972).

[20] This latter measure was obtained by adjusting the age of the child at the census date (Apr. 1, 1970) back to the fall of the school year (Oct. 1, 1969) and comparing grade of enrollment with age, assuming that a 6-year-old child should be in the first grade, a 7-year old in the second grade, etc.

Furthermore, the children who are recent migrants from the South seem to do less well in school than those who migrated earlier. In the age group 13 to 17 years, 14.9 percent of those who left the South before 1965 were not enrolled in school, compared with 20.4 of those who left since 1965; and, among those enrolled at this age, 36.0 percent of the earlier migrants were below the modal grade, compared with 40.1 percent of the more recent migrants.

The available evidence indicates as well that black children moving from the nonmetropolitan South tend to have more difficulty in northern schools than those moving from metropolitan areas of the South. Of the recent movers from the South, 15.7 percent of the 13- to 17-year-olds who had come from metropolitan areas were not enrolled in school, compared with 22.7 percent of those

TABLE 7. PERCENT OF BLACK CHILDREN LIVING IN THE NORTH AND WEST IN 1970, BY ENROLLMENT STATUS, AGE, ENROLLMENT BELOW MODAL GRADE, AND REGION OF BIRTH AND RESIDENCE IN 1965

Residence and age	Born in North	Born in West	Born in South				
			Total [1]	Moved out of South before 1965	Moved out of South since 1965		
					Total [2]	Moved from metropolitan areas	Moved from nonmetropolitan areas
LIVING IN NORTH IN 1970	Percent not enrolled						
Children 6 to 8 years	4.3	3.6	5.0	5.4	3.9	3.7	3.7
Children 9 to 12 years	3.7	2.3	4.6	4.8	3.6	3.0	3.9
Children 13 to 17 years	10.8	9.8	16.2	14.9	20.4	15.7	22.7
	Percent enrolled below modal grade						
Children 9 to 12 years	21.7	19.6	28.2	26.9	31.0	26.4	33.7
Children 13 to 17 years	30.9	28.9	37.0	36.0	40.1	34.9	42.8
LIVING IN WEST IN 1970	Percent not enrolled						
Children 6 to 8 years	3.1	3.4	3.6	3.6	2.0	1.7	1.4
Children 9 to 12 years	3.1	2.7	3.0	2.7	2.8	2.4	3.2
Children 13 to 17 years	11.1	7.8	11.6	9.2	18.4	18.4	17.8
	Percent enrolled below modal grade						
Children 9 to 12 years	13.5	13.2	16.9	16.0	18.9	18.7	19.8
Children 13 to 17 years	17.4	18.2	22.0	19.6	32.2	29.7	36.0

[1] Includes persons not reporting State of residence in 1965.

[2] Includes persons reporting State but not county or city of residence in 1965.

SOURCE: 1970 Census of Population, *Mobility for States and the Nation*, PC(2)-2B, tables 40 and 41.

coming from nonmetropolitan areas. Among the 13- to 17-year-olds enrolled in school, 34.9 percent of those moving from metropolitan parts of the South were below the modal grade for their age, compared with 42.8 percent of those moving from nonmetropolitan areas.

Similar patterns characterize southern migrants who went to the West. In many cases the differences between the southern-born and the western-born are less striking than differences between the southern-born and the northern-born, but the same general patterns prevail, with slightly lower rates of enrollment and a higher percentage of children below the modal grade among the southern migrants.

To some extent, the lower rates of enrollment and slower progress in school of the children who have migrated from the South reflect the lower average educational attainment of their parents in comparison with nonmigrant blacks in the areas of destination (see the subsection on Education earlier in this section). Since the likelihood of a child's being enrolled in school and at the appropriate grade tends to be directly related to the parents' educational attainment,[21] it is possible that some or all of the above differences between southern-born and northern-born black children could be accounted for by the lower average levels of educational attainment of the southern-born parents. Another consideration is the possibility that the percent below the modal grade for age may overstate the number of southern-born children who are behind in school, since southern schools have in the past tended to start children at a later age than schools in other parts of the country.

Overall, these statistical indications tend to confirm past perceptions of the situation of southern-born black children in northern schools. They do appear to have special difficulties (in comparison with northern-born black children) in acquiring educational credentials; moreover, those moving from nonmetropolitan areas tend to be more disadvantaged in this respect than those moving from metropolitan areas. In the past, however, their southern-born parents have been able to overcome similar educational handicaps, at least in part, once they acquired a few years' familiarity with the requirements of northern labor markets. Education and hiring policies together will play an essential role in determining whether the southern-born children will be able to do the same a few years hence.

Conclusions

Nearly 20 percent of the American population has changed residence on an annual basis since World War II. Those who are young, well educated, relatively unencumbered by family obligations, and employed in salaried positions by large organizations and who possess prior mobility experience are most likely to engage in this yearly movement—but migration is not limited to these groups, and its effects are experienced as well by persons who do not move.

During the 1960's, migration remained at a high level but brought about some new streams of movement. Three regions—the West, Northeast, and Midwest—continued the pattern set during the 1950's, while an important change occurred in the South, which went from heavy outmigration in the 1950's to considerable net inmigration in the 1960's.

Migration also continued to redistribute population from nonmetropolitan to metropolitan areas, but only about 11 percent of total metropolitan growth during the 1960's was due to this factor. Movement from abroad accounted for about 15 percent of metropolitan population growth, and natural increase (the excess of births over deaths) accounted for 74 percent. Significantly, however, geographical movement within metropolitan areas continued to transfer population (largely white) from central cities to suburbs with at least the same force during the 1960's as during the 1950's; but in more recent years, this movement of population has been accompanied by an accelerating suburbanization of jobs. In the largest SMSA's, a majority of those living in the suburbs now work in their county of residence—a development which has contributed to a rising skill level in suburban labor forces while exacerbating the employment problems of those residing in central cities.

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[21] John K. Folger and Charles B. Nam, *Education of the American Population* (Washington: U.S. Government Printing Office, 1967), chs. II and III.

The most important manpower implications of migration for metropolitan areas, nevertheless, are determined not by net movements but rather by the characteristics—occupational and educational in particular—of persons participating in the gross in and out movements.

For example, a question frequently raised during the 1960's was the extent to which the continued migration of blacks out of the South augmented or exacerbated urban problems in the North, in particular the rates of unemployment, poverty, and dependence on public assistance in central cities of metropolitan areas. The evidence suggests, in reality, that in the recent past southern black migrants have not contributed disproportionately, in comparison to northern-born blacks, to the number of people unemployed or living in poverty. On the contrary, there are many indications that northern-born blacks have acquired some of the characteristics often attributed to southern-born blacks who move North, for the former often appear more likely to be unemployed or out of the labor force. It is almost as if growing up in the big cities has in some ways come to be the handicap for blacks that birth in the rural South is often alleged to be.

Very recent black migrants from the South do tend to have fairly high rates of poverty and unemployment, but their relatively high rate of labor force participation (in comparison with northern-born blacks) suggests that their migration is motivated primarily by jobseeking considerations. The fact that southern blacks who have lived in a large metropolitan area for a few years have lower unemployment rates than the very recent migrants suggests an initial period of difficulty in finding employment and may suggest return migration among those unable to find employment.

All things considered, however, programs designed to reduce the migration of blacks from the South are not likely to have much impact on urban problems. Rates of unemployment among blacks in northern cities have remained high in spite of economic expansion, largely because blacks native to these areas have high rates of unemployment. The migrants from the South, in spite of their lower average levels of educational attainment, appear to be able to compete quite successfully with the better educated northern-born blacks. Yet both groups of blacks are hampered by limited education in competition with whites for jobs.

It is this persisting educational handicap among migrants and nonmigrants alike which underscores the need for State and local manpower program sponsors to contrive innovative solutions to the employment problems of the poorly educated. For example, while it is true that job training and adult education compensate to some degree for deficient schooling, it may be equally important for manpower planners and employers to reassess the actual importance of possession of the high school diploma as an indication of on-the-job performance.

The volume of black migration from the South was still large during most of the 1960's, but that decade may represent a turning point, since it was the first in this century in which migration involving the South took different directions for the two races.

The South, in fact, may even come to experience net inmigration of blacks in the years ahead. Blacks, whether northern-born or former migrants from the South, may be attracted to the South by the same forces which started to attract whites in the 1960's.

Overall, the evidence indicates that the problems of blacks in big cities are more than just the adjustment problems of inmigrants. Rather, it appears that the high rates of unemployment and withdrawal from the labor force on the part of blacks in the North arise as much from conditions in northern cities as from conditions in the rural South. The solution to these problems, therefore, seems to lie in the northern cities themselves. Manpower programs directed at these urban dilemmas will have to grapple with the apparent "adjustment" problems of nonmigrants as well as migrants. It is especially important for manpower planners to determine why northern-born blacks, after several generations of central-city residence, appear to experience more, rather than fewer, employment problems. Furthermore, increasing suburbanization of jobs means that the search for solutions to these problems will require manpower programs that reach beyond city boundaries into entire metropolitan areas, while still attempting to increase employment opportunities within central cities.

For geographical areas, it can be assumed that migration "works" in that it transfers workers toward places where their skills can be more effectively utilized. For individuals, migration "pays" in that it is generally associated with positive changes in income and occupation. Even though these observations are amply documented, however, continuing measurement of the costs and benefits of migration and nonmigration for areas and individuals is needed, especially to answer questions about the effects of the various kinds of migration on men and women of different racial, ethnic, and economic origins.

Migration continues to be the most important source of population change for small areas, and this role is likely to become more obvious if fertility levels continue to decline. Regardless of their level of births, however, some localities will continue to gain and others to lose population, as manpower follows the shifting locus of employment opportunity.

In any discussion of geographical mobility, it is easy to lose sight of the fact that areas contributing heavily to outmigration often experience a negative manpower impact in the form of extensive depopulation. Although those who leave may include many who are relatively unskilled, this is not always the case; it is generally true, however, that long-term outmigration can create an age imbalance in a regional labor force by absorbing its younger members into the migration stream. Not infrequently, the results take the form of a labor surplus in areas of inmigration and a steep rise in the median age of the labor force in areas of outmigration. It is neither possible nor desirable to attempt to distribute these effects more equally by controlling individual migration; on the other hand, the economic redevelopment of areas experiencing population declines is a potentially effective means of encouraging local manpower to remain in place.

Many misconceptions about the effects of migration have existed in the past because of an inadequate data base. Past censuses and surveys have been fairly successful in identifying persons who have made recent moves, but such information alone fails to identify prior moves and the events which preceded the most recent move. The result is like looking at only the last link in a chain of events. In the past, many efforts to evaluate the effects of migration and to achieve effective manpower planning have been hampered by lack of information allowing comparison of population groups in terms of where they were born and grew up, where they obtained their education, where they first entered the labor force, and the number and types of intervening moves which brought them to their current place of residence. Development of more effective sources of such demographic and labor market information remains an important priority for public officials concerned with manpower mobility.

In addition, there is need for periodic assessment of the numbers and characteristics of persons who move from rural to urban areas. Although there is reason to believe that rural migrants nowadays may often contribute less to many urban problems than persons born and raised in the city, this picture is not yet altogether clear. The absence of information allowing longitudinal and intergenerational comparisons of urban nonmigrants with persons who have moved from rural to urban areas may mislead policy planning directed at identifying the sources of urban unemployment, crime, poverty, and welfare dependence. In earlier years, cities received many migrants who were ill equipped for urban life but whose children were often relatively advantaged in comparison with the next wave of migrants, whether from rural areas or abroad. It may be that municipal institutions—for a number of reasons including the movement of jobs and taxpayers to the suburbs—have ceased to perform this role of encouraging second generation upward mobility and now find it increasingly difficult to equip the urban-born for urban living.

4

CHANGING PATTERNS OF OCCUPATIONAL OPPORTUNITY

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CHANGING PATTERNS OF OCCUPATIONAL OPPORTUNITY

Such expressions as "getting ahead" and "making it" retain connotations of singular importance to working Americans, largely because the job experiences of past generations have tended to confirm optimistic expectations somewhat more often than they have not. Most young workers entering full-time employment still look forward to progressive improvement in their occupational status—in the kind of work they will be doing, its scope and responsibility, its financial and social rewards. And in a society which places great stress on formal education as a prerequisite to occupational achievement, each succeeding generation has entered the labor market with longer periods of educational preparation and with higher occupational aspirations than its predecessors. The expectation that predictable rewards will follow hard upon appropriate investment in education and day-to-day effort has become deeply embedded in contemporary attitudes toward work.

This outlook has derived, in part, from the actual experience of past generations. An increasing proportion of workers in each succeeding decade has, in fact, been employed in professional and other white-collar jobs and a declining proportion in manual labor. Similarly, studies tracing the experiences of particular age classes of workers have indicated that the "average" male worker has advanced in both occupational status and income, at least during the first 20 years of his working career. There is also an apparently consistent relationship between length of schooling and subsequent earnings.

Will these trends continue to operate in the same way for the new generation of workers as they did for those who preceded them? To provide some insight into this issue, the present chapter reviews workers' recent experience in occupational advancement and their current prospects, examining trends in labor force composition and in labor demand as well as a number of studies which have analyzed the differential advancement experience of particular groups of workers.

Current labor force and occupational projections offer some evidence of the possible imminence of a "promotion squeeze" in the labor market—as the large, well-educated baby-boom generation attempts to move past the lower echelons of the occupational ladder, as the younger, better educated members of minority groups seek the job opportunities that were denied their parents, and as more women become full-time career workers. At the same time, there are some indications that the labor supply for many low-wage occupations may decline in the years just ahead. The implications of such a squeeze-plus-shortage are, of course, significant—for manpower policy in particular and, more generally, for its possible impact on the ambitions, lifetime earnings, and work attitudes of those now entering the labor force.

Any such projections must be carefully qualified. Past experience indicates that the Nation's economy may well be resilient enough to accommodate intensified pressures toward upward mobility among skilled workers while compensating for shortages of lower wage labor through technological innovation and the relative ease of interindustry movement among less skilled workers. In other words, the factors that will determine the nature of future labor demand are still largely undefined and may change rapidly in response to crises or sudden improvements in technology. For example, the current energy crunch may precipitate a demand for qualified personnel familiar with the techniques of extracting and refining neglected or undeveloped sources of fuel. At the same time, it could reverse such longstanding economic trends as the postwar decline of the mining industry. Despite these uncertainties, however, there is still some reason to believe that relatively well-educated workers (especially those with specialized technical training) who are still at the beginning of their prime working years may be required to demonstrate more professional adaptability than has been the case in the recent past.

The opening section of this chapter reviews current projections of the outstanding characteristics of the labor force in 1980, covering anticipated changes in its composition by age, sex, and level of educational attainment. These estimates are juxtaposed with projections of the occupational mix and the supply of workers possibly available for each occupational group in 1980. The anticipated mismatches are thought provoking, indicating as they do an eventual oversupply at the top of the occupational ladder and an undersupply at the bottom.

The recruitment and promotion channels utilized in different types of external and internal labor markets are explored in the second section, with particular attention to the sharp contrasts between high- and low-wage industries in rates of advancement and earnings increases.

Subsequent sections examine the impact on individual earnings[1] and "promotability" of three major factors—education, total labor force experience, and continuity of tenure with a single firm. Although education has often been assumed to play a primary role in determining individual success in the labor market, recent findings have underscored the almost coequal significance of accumulated experience and seniority. This observation is of particular relevance to women and minority group workers, whose position on the job ladder of the individual firm is often adversely affected by intermittent labor force participation and longer duration of unemployment than white men typically experience.

In any discussion of a possible "promotion squeeze," it is essential to recognize that the goal of occupational achievement is not equally important to all members of the labor force. Hence, a separate section examines recent findings concerning workers' perceptions of—and desires for—promotion.

Finally, the chapter explores the implications for manpower policy and programs of both the labor force projections and the obstacles to occupational progress uncovered by the recent research findings described elsewhere in the chapter. It is clear that manpower planners will have to assume an essential and difficult responsibility in the years just ahead: that of assisting workers—both advantaged and disadvantaged—to match their occupational aspirations to the realities of rapid and increasingly subtle changes in levels of labor demand.

Labor Force and Occupational Projections

"SQUEEZE" OR SHORTAGE?

By 1980, current labor force projections suggest, the number of workers who will be qualified for and seeking advancement to higher wage occupations will have been increasing at a particularly rapid rate, while the supply of workers available for low-wage occupations may become more restricted. Several factors—among them, rising levels of educational attainment, the age distribution of the labor force, and the continued momentum of minority groups and women toward greater equality of employment opportunity—are likely to contribute to this potentially significant alteration of earlier patterns of labor supply and demand.

Education

The educational trend is of particular importance for two reasons: First, because the upswing in average levels of schooling is common to all age/sex and racial groups in the labor force and, second, because a solid level of educational attainment not only helps to establish a worker's employability and promotability in many labor markets but also tends to exert a strong positive influence on individual aspirations and expectations.

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[1] The limitations of existing research make it necessary to use income progress as a proxy measure of "advancement" in some instances.

Since World War II, the number of college graduates in the labor force has increased at an average annual rate visibly greater than the rate of labor force growth in the same timespan.[2] This significant disparity in rates of expansion is expected to continue through the current decade and beyond. By 1980, as shown in table 1, the civilian labor force 25 years and over may include 77.2 million persons (up 11.6 million over 1970–72), of whom about 14.3 million, or 18.5 percent, will be college graduates and 6.2 million, or 8.1 percent, will have completed at least 1 year of graduate school. An additional 10.8 million, or 14 percent, will have had 1 to 3 years of college training.

High school graduates, meanwhile, are expected to grow in numbers from 24.6 million to 31.4 million, constituting 40.7 percent of civilian workers 25 years and over by 1980. Altogether, those with at least 12 years of schooling will represent 73.2 percent of all workers 25 and over.

This trend is expected to continue well beyond 1980. While about 2 out of 3 adult workers now have completed at least 4 years of high school, 4 out of every 5 workers will have this much schooling by 1990. Similarly, while about 1 adult worker in 7 is now a college graduate, this will be true of about 1 in 4 by 1990.

On the other hand, projections for those with less than a high school education show quite different patterns. A relatively small increase is anticipated in the number of those with 1 to 3 years of secondary education (from 11.1 million to 11.7 million by 1980), but the total will represent a somewhat smaller proportion of the labor force (15.1 percent vs. the present 16.9 percent of workers 25 and over). The trend for those with 8 years or less of schooling is considerably more pronounced: Their numbers are expected to decline from 12.5 million to 9.1 million by 1980, or from 19 percent to 11.8 percent of the labor force aged 25 and over.

Moreover, there are many indications that average levels of educational attainment are converg-

TABLE 1. PROJECTED EDUCATIONAL ATTAINMENT OF PERSONS IN THE CIVILIAN LABOR FORCE AGED 16 AND OVER AND 25 AND OVER, BY SEX, 1980

[Percent distribution]

Education	16 years and over			25 years and over		
	Both sexes	Men	Women	Both sexes	Men	Women
Total: Number (thousands)	99, 809	60, 630	39, 179	77, 227	48, 283	28, 944
Percent	100. 0	100. 0	100. 0	100. 0	100. 0	100. 0
Less than 4 years of high school [1]	27. 3	28. 4	25. 6	26. 9	27. 4	26. 0
4 years of high school or more	72. 7	71. 6	74. 4	73. 2	72. 6	74. 1
Elementary: Less than 5 years [1]	1. 3	1. 6	. 9	1. 5	1. 8	1. 0
5 to 7 years	3. 3	3. 8	2. 6	3. 9	4. 3	3. 2
8 years	5. 4	6. 1	4. 4	6. 4	6. 9	5. 5
High school: 1 to 3 years	17. 3	17. 0	17. 8	15. 1	14. 4	16. 4
4 years	40. 4	37. 2	45. 3	40. 7	37. 5	46. 1
College: 1 to 3 years	15. 9	16. 3	15. 2	14. 0	14. 7	12. 7
4 years or more	16. 4	18. 1	14. 0	18. 5	20. 4	15. 3
4 years	9. 7	9. 8	9. 6	10. 4	10. 6	10. 0
5 years or more	6. 7	8. 3	4. 4	8. 1	9. 8	5. 3

[1] Includes persons with no formal education.

NOTE: Detail may not add to totals because of rounding.

SOURCE: Denis F. Johnston, "Education of Workers: Projections to 1990," *Monthly Labor Review*, November 1973.

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[2] Denis F. Johnston, "Education of Workers: Projections to 1990," *Monthly Labor Review*, November 1973, pp. 22–31.

ing in different demographic sectors of the labor force. Between the mid-1960's and the early 1970's, the proportion of adult male workers with at least 4 years of high school has risen by 9 percentage points, reaching 62.5 percent. The corresponding proportion of working women has risen by 8.5 percentage points, reaching 66.8 percent. By 1990, these proportions are projected to be nearly equal—81.7 percent for the men and 80.8 percent for the women. Meanwhile, the educational attainment of adult white and minority group workers is also moving toward equalization. The proportion of adult white workers (of both sexes) with at least 4 years of high school has risen by nearly 9 percentage points since the mid-1960's, reaching 66.4 percent in the early 1970's. That of adult minority group workers has risen by 11.5 percentage points over the same period, reaching 45.2 percent in the early 1970's and reducing the gap in this index from 23.8 to 21.2 percentage points in 6 years. The occupational implications of this rapid change, of course, have been and will be extremely significant. As differences in educational attainment levels continue to erode, an increasing homogeneity of occupational qualifications, goals, and aspirations among labor force entrants may be anticipated. Although this may mean that the labor force could become somewhat "top heavy" in the years ahead, one should not overlook the important advantages that a well-qualified work force can be counted upon to supply, especially in the form of increased productivity and more effective use of capital and equipment.

Age

Of the anticipated increase of nearly 13.3 million persons in the civilian labor force[3] between 1972 and 1980, those aged 25 to 34 will contribute by far the lion's share—7.6 million, or nearly 60 percent. The number of workers aged 25 to 34 will increase by 51.5 percent between 1970 and 1980, a rate of growth much greater than that for the labor force as a whole. And in 1980, more than 1 out of every 4 labor force members will be in this age group. Among them, workers with high levels of education are likely to look forward to rapid rates of advancement after they enter full-time work careers. Understandably, too, they may accord considerable importance to training and promotional opportunities in their scale of job values.

Also significant is the expected decline in the proportion of workers aged 35 to 54, from 38 percent to 35 percent in 1980, reflecting the smaller numbers born between 1926 and 1945.

The large increment in the proportion of workers under 35 years of age is expected to lower the median age of the labor force from 37.8 years in 1972 to about 35.5 years in 1980. It is essential to note, however, that half of all workers with no more than an elementary school education will be over 50 years of age in 1980, while half of those with 4 or more years of college will be under 35. This disparity may well accentuate a possible "squeeze" for younger labor force participants while speeding the decline in the proportion of those hitherto available for unskilled jobs, since an increasing percentage of poorly educated workers will be approaching retirement age.

A similar but less pronounced pattern applies to high school graduates (the largest single education group in the labor force). By 1980, 42.2 percent of workers aged 25 to 34 will have completed high school, in contrast to 25.6 percent of those who will be 65 or over in that year.

The difference in age distribution between white and minority group workers is also noteworthy. In 1954, 38 percent of the white civilian labor force was under 35 years old, compared with 43 percent of minority workers. By 1972, the corresponding proportion had risen to 44 percent among white workers and over 48 percent among minorities. On the basis of the available projection for all workers, the proportion under 35 years old may be expected to increase still further in both racial sectors during the current decade, thus increasing the proportion of younger minority group workers (including many with much more education and higher occupational aspirations than their parents).

Women Workers

The number of women workers 16 years and over is expected to rise from 33.3 million in 1972 to nearly 39.2 million by the end of the decade—a rather sizable numerical increase, although the projected change in the proportion of workers who are women (from 38.5 to 39.3 percent) is not very large. Roughly 1 in every 7 will have had at least 4 years of college by 1980, and over 45 percent will be high school graduates. More significantly, an increase of approximately 900,000 college graduates is anticipated in the 25-to-34 age group alone—a development that may require women in this group who are seeking professional advancement to compete more intensively among themselves, as well as with men workers of similar age and education. It is important to note, in this context, that such competition may be exacerbated if women workers continue to specialize in a relatively small number of professions. In 1970, half of all employed women were in just 17 occupations (many of them the kind often stereotyped as "women's work"), but half of all employed men were distributed among 63 occupations.

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[3] Including those aged 16 to 24 years, as well as those 25 years and over.

While slightly more women workers 16 and over will be high school dropouts than college graduates in 1980, those with 8 years of schooling or less are expected to number only 3.1 million, compared with 3.8 million in 1972. Presumably, this indicates a possible corollary decline (especially visible among those in the younger age groups) in the proportion of women workers who are potentially available for work in unskilled, low-wage occupations.

Another factor which will contribute to increased demands by women workers for broader access to occupational opportunities is the greater continuity of working experience of those age classes of women who began their working careers during the past decade or two. Research on past work career patterns of women, reviewed later in this chapter, indicates that women workers have been handicapped in their ability to advance in many occupational fields because of interruptions in their work careers associated with marriage and childbirth or because of systematic labor market discrimination. During the past decade, however, a much larger proportion continued their employment even while their children were preschoolers. Combined with the recent decline in birth rates, this trend has significantly increased the proportion of women with continuous postschool work experience—and it may be assumed that many of these women will expect access to occupational advancement commensurate with their experience and their educational qualifications.

Minority Groups and Occupational Opportunity

The occupational distribution of minority group members has undergone a number of striking changes since 1960. Although increases in minority group representation were most pronounced in white-collar categories, especially among professional and technical workers and clerical employees, the more skilled categories of blue-collar employment showed visible increases as well (a factor of some social significance, since the absolute number of workers in the blue-collar group is considerably larger than the number in the still-restricted white-collar group). Meanwhile, the proportion in less skilled jobs, especially nonfarm laborers and private household workers, declined substantially.

Another perspective on the same trend is supplied in chart 15. Occupational status indexes for white workers and for members of racial minority groups were computed on the basis of a detailed analysis of census occupational statistics for selected years beginning with 1910, stratified on the basis of the percentage of white high school graduates aged 25 to 34 in a given occupation in 1960.[4] In that year, the average occupational status of minority workers was only slightly more than half that of white workers, although some progress had been made—mainly during and since World War II—in penetrating the higher status white-collar occupations and some of the better paying industrial jobs. In spite of these small incremental changes, however, the gap in relative occupational status between minority group and white workers was still as great in 1960 as it was a half century earlier.

On the other hand, the minority group occupational status index increased by more than one-third between 1960 and 1970, from a value of about 25 to 34, in contrast to an increase of only 3½ points for white workers. In consequence, the relative occupational standing of the minority labor force in 1970 was 66.3 percent, or nearly two-thirds, that of white workers, a significant advance which resulted primarily from a pronounced increase in the proportion of minority group workers in the better paying white-collar occupations and a correspondingly sharp reduction in the proportion in the lowest wage occupational groups. Upgrading in occupational level was most pronounced among the younger and better educated minority group workers, particularly those with one or more years of postsecondary education. Older minority group members and those with lesser education continued to lag seriously behind white workers with similar length of schooling. This development has been attributed to several factors: The rapid progress in educational attainment among minority group members, the favorable labor market conditions which prevailed in the second half of the 1960's, and "the catalytic impact of the civil rights movement of the 1960's and of resulting government and private initiatives in the field of employment opportunity."[5]

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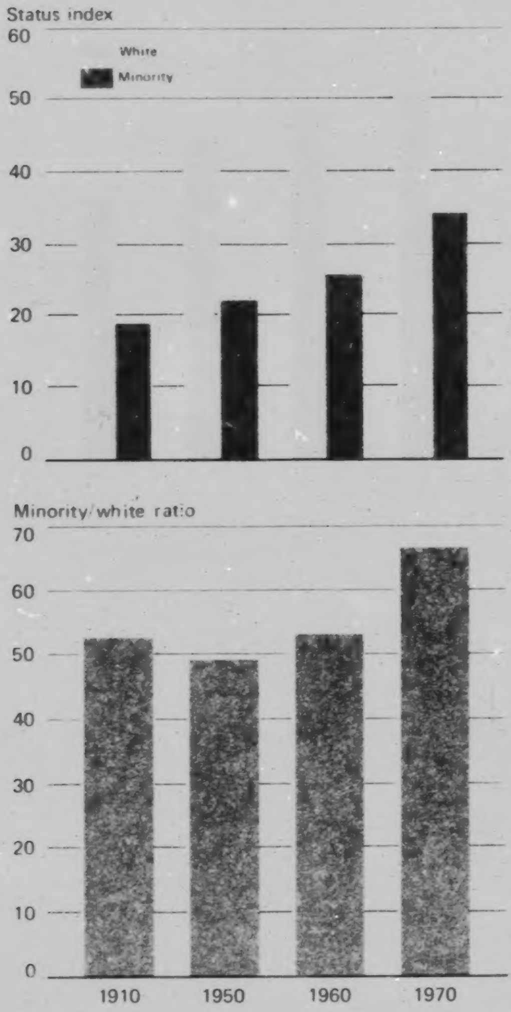
[4] Harold Wool, *The Labor Supply for Lower Level Occupations* (Washington: National Planning Association, 1973).

CHART 15

THE RELATIVE OCCUPATIONAL STATUS OF MINORITY GROUPS ADVANCED SIGNIFICANTLY IN THE 1960'S.



Source U.S. Department of Labor, based on data from Harold Wool, *The Labor Supply for Lower Level Occupations*, p. 151.

Although projections to 1980 assume a continuation of these trends, the age distribution of minority group populations may add a complicating factor. About half of the baby-boom generation has already entered the labor force on a permanent basis; the bulk of the remainder will have done so by 1980. Furthermore, the fertility rates of both whites and minority group members have been moving in tandem, with steep declines since the early 1960's. However, the level of these rates has remained 40 to 50 percent higher among minorities, so that these groups will continue to have a significantly higher proportion of persons in the young adult working ages.[6] At the same time, the unrelieved educational disadvantages of many ghetto youth are likely to inhibit their occupational progress, even as more desirable job opportunities are opened to their better educated minority group peers.

OCCUPATIONAL AND INDUSTRIAL OUTLOOK

The combination of projected labor force trends just described can be expected to increase the supply of highly qualified workers in the years just ahead, while shrinking the proportion of the unskilled and poorly educated. Projections, however, extrapolate current realities without being able to anticipate unexpected developments in degree or in kind. Since the variety and nature of jobs available to a labor force at a given moment are closely tied to historical and technological change, careful note should be made of the special importance of several unknowns.

First, the overall state of the economy—especially the aggregate rate of employment growth—will clearly be a critical factor. Even if aggregate employment continues at or near full-employment levels, there will always be some degree of imbalance between the kinds of jobs workers will be

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[5] Ibid., pp. 214–215.

[6] *1975 Manpower Report*, pp. 69–70 and appendix table E–5.

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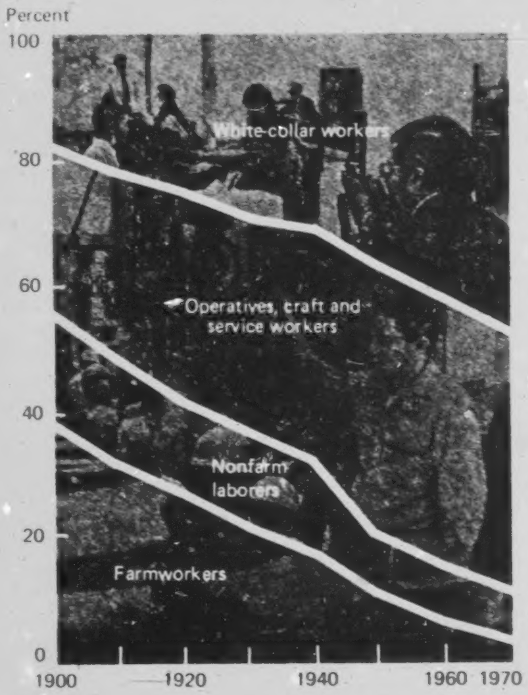
seeking in the coming decade and the kinds of jobs available to them.

Second, the degree of adaptability present in the labor force is a matter of speculation. No one knows with certainty either how many qualified workers start their careers with fixed goals or how many may be willing to lower their aspirations or shift their occupational loyalties to other specialties. Even if one assumes that a certain proportion will make do with less occupational achievement than they had hoped for, this adjustment could imply an unforeseeable amount of downward "bumping" of slightly less qualified workers into jobs undesirable to *them*.

Third, a force likely to counteract unlimited bumping is the less-than-perfect substitutability of different groups in the labor force—for example, a clerical worker cannot necessarily be bumped into a skilled blue-collar job. On the other hand, although it is difficult to upgrade unskilled workers without supplementary training, it is relatively easy for such workers to move from one unskilled occupation to another. Then too, an unexpected skill shortage may increase the wages, and hence the desirability, of a given occupation.

CHART 16

THE PROJECTED INCREASE IN THE PERCENTAGE OF WHITE-COLLAR WORKERS WILL CONTINUE A LONGSTANDING LABOR FORCE TREND.



[1] Includes private household workers.

Source: U.S. Department of Labor and U.S. Department of Commerce.

Occupational Projections

With some heed to these uncertainties, recent attempts have been made to project the supply of and demand for workers in broad occupational categories, taking into account expected changes in the composition of the labor force.

More specifically, the balance of the occupational distribution of employed workers is expected to shift toward the white-collar jobs sometime around 1977, accentuating the longstanding labor force trend shown in chart 16. The proportion of employed workers holding white-collar jobs, which has already expanded from 43.1 percent in 1960 to 47.8 percent in 1972, is expected to rise to 51.5 percent by 1980 and 52.9 percent by 1985 (see table 2).[7] The long-term trend toward greater employment in white-collar occupations is not spread uniformly among those occupations, however. The increase in the proportion of workers employed in professional and technical jobs and clerical occupations accounts for all of the projected and nearly all of the observed increase in the overall proportion of white-collar workers. On the other hand, the proportion of workers employed as managers, administrators, or sales workers is expected to remain approximately constant or to decline moderately as compared with 1960.

The proportion of workers employed in blue-collar jobs has been declining slowly (from 36.3 percent in 1960 to 35 percent in 1972) and is projected to continue its downward movement, reaching 33.1 percent by 1980. In this sector, the amount of decline is inversely proportional to the average skill level of the occupation. Craft workers are expected to decline only very slightly as a proportion of all employed workers—from 13.3 percent in 1960 to 12.8 percent by 1980—but the de-

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[7] Neal H. Rosenthal, "The United States Economy in 1985: Projected Changes in Occupations," *Monthly Labor Review*, December 1973, pp. 18–26.

TABLE 2. EMPLOYMENT BY OCCUPATION GROUP, 1960, 1972, AND PROJECTED 1980

Occupation group	Percent distribution			Average annual rate of change [1]	
	Actual		Projected, 1989		
	1960 [2]	1972		1960-72	1972-80
Total: Number (thousands)	65, 778	81, 703	95, 800	1. 8	2. 0
Percent	100. 0	100. 0	100. 0		
White-collar workers	43. 1	47. 8	51. 5	2. 7	3. 0
Professional, technical	11. 0	14. 0	15. 7	3. 9	3. 5
Managers and administrators, exc. farm	11. 2	9. 8	10. 5	. 7	2. 8
Sales workers	6. 4	6. 6	6. 6	2. 0	2. 1
Clerical workers	14. 5	17. 4	18. 7	3. 4	2. 9
Blue-collar workers	36. 3	35. 0	33. 1	1. 5	1. 3
Craft workers	13. 3	13. 2	12. 8	1. 8	1. 6
Operatives [3]	17. 3	16. 6	15. 6	1. 5	1. 6
Nonfarm laborers	5. 7	5. 2	4. 7	1. 0	. 7
Service workers	12. 7	13. 4	13. 3	2. 3	1. 9
Private household workers	3. 0	1. 8	1. 4	−2. 6	−1. 7
Other service workers	9. 7	11. 6	11. 9	3. 4	2. 4
Farmworkers	7. 9	3. 8	2. 1	−4. 5	−5. 4

[1] Compound interest rate between terminal years.

[2] Data for 1960 were adjusted to reflect the occupational classification in the 1970 census to make them comparable with the 1972 and projected 1980 data.

[3] Includes the 1970 census classification operatives, except transport, and transport equipment operatives.

NOTE: All data reflect the occupational classification into major groups used in the 1970 census. Operatives, except transport, and transport equipment operatives were combined into one group, operatives.

SOURCE: Neal H. Rosenthal, "The United States Economy in 1985: Projected Changes in Occupations," *Monthly Labor Review*, December 1973.

cline is more pronounced among operatives (from 17.3 percent to 15.6 percent over the same period) and nonfarm laborers (from 5.7 to 4.7 percent).

The proportion of service workers (other than those employed in private households) is expected to continue its long-term rise, from 9.7 percent in 1960 to 11.6 percent in 1972 and 12 percent by 1980. The proportion of private household workers, on the other hand, will pursue its rapid decline, from 3 percent in 1960 to 1.8 percent in 1972 and 1.3 percent by 1980.

Finally, the proportion of farmworkers, which has already declined more rapidly than any other major occupation group (from 7.9 percent in 1960 to 3.8 percent in 1972) is expected to continue downward at about the same pace, reaching 2.1 percent by 1980.

The average annual rates of change in employment by occupation are also instructive. Total employment has increased by an average of 1.8 percent a year since 1960 and is projected to continue rising by 1.7 percent a year until 1985. (However, the latter rate conceals a slowdown expected after 1980. The anticipated average annual rate of growth is 2 percent until 1980, but only 1.2 percent in the 5 years thereafter.)

When the average annual rates of change by occupational group since 1960 are compared with those projected to 1930, the most impressive shift occurs among managerial and administrative workers, whose ranks expanded by only 0.7 percent a year during the former period, but who are projected to maintain a 2.8 percent a year rate of increase during the remainder of the 1970's. The number of workers in all other occupational groups (except private household workers and farmworkers) is also expected to increase, but at generally slower rates than those prevailing in the 1960's. The most rapid rate of increase is in the number of professional and technical workers (up 3.5 percent a year between 1972 and 1980, compared with 3.9 percent a year between 1960 and 1972). The most rapid decline is found among farmworkers (down 5.4 percent a year until 1980, compared with a drop of 4.5 percent a year in the 12 years preceding 1972).

When the range of projections is extended by 5 years, the number of jobs in every major occupational group (again excluding private household workers and farmworkers) is projected to increase at a markedly slower pace between 1980 and 1985 than during the remainder of the 1970's, with the major slowdowns occurring among managers and administrators, sales workers, and operatives. The number of private household workers is expected to decline even more rapidly during this period than during the current decade, while the number of farmworkers is expected to drop somewhat less rapidly.

The number of professional and technical workers is expected to increase by an average of about 400,000 a year between 1980 and 1985, rather than the average expected gain of about 440,000 a year until 1980. Among craft workers, the average yearly gain between 1980 and 1985 is about 160,000 a year, compared with 174,000 a year in the remainder of this decade. Every other major occupational group is expected either to expand much more slowly between 1980 and 1985 than during the 1970's or to continue the downward trends already established. For example, the number of white-collar workers, excluding professional and technical workers, is projected to increase by about 850,000 a year during the 1970's, but only by about 460,000 a year in the first half of the 1980's. In the blue-collar category, excluding craft workers, the anticipated average annual gain for 1972 to 1980 is about 220,000, compared with a corresponding gain of only 60,000 a year from 1980 to 1985. Among service workers (other than private household), a more moderate slowdown is evident—from an average gain of about 235,000 a year for the 1970's to 180,000 a year in the early 1980's.

In another set of projections, occupations were grouped into five broad "status" categories, ranging from professional and technical workers (group I), through most other white-collar workers (group II), to those of the lowest status (group V). The trends in prospective supply of workers, including the expected movement of minority group workers from low-wage jobs into middle and higher level occupations, were then compared with Bureau of Labor Statistics projections of 1970–80 employment trends (see table 3). Although the higher status occupations were expected to experience above-average rates of growth between 1970 and 1980, the comparisons indicated an even greater growth in the number of workers who will be seeking employment in these occupations. On the other hand, demand for labor may well grow faster than supply in the lowest status occupational groups.

TABLE 3. COMPARISON OF PROJECTED PERCENTAGE INCREASES IN LABOR FORCE AND EMPLOYMENT BY OCCUPATIONAL STATUS GROUP, 1970 TO 1980

Occupational status group	Labor force increase (1)	Employment increase (2)	Difference (1)-(2)
Group I, professional, technical, and kindred	45.3	39.0	6.3
Group II, managerial, clerical, and sales [1]	24.6	21.9	2.7
Group III, craft and kindred (part of) [2]	15.1	16.5	−1.4
Group IV, operatives (part of) [3]	11.0	16.9	−5.9
Group V, laborers (part of) [4]	4.4	10.6	−6.2

[1] Also includes police, fire fighters, and related occupations. Does not include shipping and receiving clerks, messengers, and office helpers.

[2] Includes farmers; operatives in selected higher wage industries, e.g., transportation equipment, chemical, and petroleum; and barbers, bartenders, and practical nurses.

[3] Includes auto mechanics; construction painters, plasterers, cement and concrete finishers, and roofers; selected service occupations, e.g., hospital attendants, waiters, guards, and housekeepers; metalworking industry laborers and shipping and receiving clerks, messengers, and office helpers.

[4] Includes most farm and nonfarm laborers, cooks and kitchen workers, cleaning and building service workers, domestic workers, and laundry and dry cleaning operatives.

SOURCE: Harold Wool, *The Labor Supply for Lower Level Occupations*, p. 252.

Extending this occupational outlook assessment to 1985, a recent Bureau of Labor Statistics comparison of the projected supply of college graduates with prospective job opportunities in occupations currently requiring a college degree for entry indicates a growing potential excess supply of college graduates beginning in the late 1970's—even after allowance is made for a continued increase in educational entry requirements in various nonprofessional occupations. Many college graduates, as a result, may have to accept less desirable jobs, with consequent problems of underutilization of their skills and of increased job dissatisfaction.

Industrial Projections

Among industries, the major gains in the proportion of jobs have been concentrated in two sectors since the midfifties: Government (up from

10.5 percent in 1955 to 15.5 percent in 1972) and other services (up from 15.9 percent in 1955 to 20 percent in 1972). The major declines have been similarly concentrated—in agriculture (down from 9.8 to 4 percent), manufacturing (from 26.3 to 22.5 percent), and transportation (from 4.4 to 3.3 percent).[8]

In general, these trends are expected to continue in the years just ahead under high-level employment conditions, but at a more moderate pace (see table 4). Jobs in the government sector are projected at 16.4 percent of the total in 1980, while those in the other services are expected to reach 21.5 percent in 1980. The major declines are likely to be concentrated in the same industries experiencing significant dropoffs between 1955 and 1972, with jobs in agriculture declining from 4 percent in 1972 to 2.3 percent in 1980, those in mining from 0.8 percent to 0.6 percent (although the energy shortage may well counteract this trend), and those in transportation from 3.3 percent to 3.2 percent of the total.

A somewhat slower growth rate is projected for the 5 years beyond 1980, and this slowing is reflected in the average annual changes in the number of jobs projected in several sectors of the economy. In numerical terms, the anticipated growth in the number of jobs in the government sector is the principal exception to this anticipated

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[8] Ronald E. Kutscher, "The U.S. Economy in 1980 and 1985: Projections of GNP, Income, Output, and Employment," *Monthly Labor Review*, December 1973, pp. 27–42. The data on which these trends are based relate to the number of jobs in the several sectors, and not to the number of persons employed. Thus, persons holding two jobs are counted twice.

TABLE 4. TOTAL EMPLOYMENT (COUNTING JOBS RATHER THAN WORKERS), BY MAJOR INDUSTRY SECTOR, SELECTED YEARS AND PROJECTED 1980

Industry sector	Percent distribution					Average annual rate of change [1]		
	Actual				Projected, 1980			
	1955	1960	1968	1972		1955–68	1968–72	1972–80
Total: Number (thousands)	65, 715	68, 869	80, 926	85, 597	101, 576	--------	--------	--------
Percent	100. 0	100. 0	100. 0	100. 0	100. 0	1. 6	1. 4	2. 2
Government [2]	10. 5	12. 1	14. 6	15. 5	16. 4	4. 2	2. 9	2. 8
Total private	89. 5	87. 9	85. 4	84. 5	83. 6	1. 2	1. 2	2. 0
Agriculture	9. 8	7. 8	4. 7	4. 0	2. 3	−3. 9	−2. 5	−4. 9
Nonagriculture	79. 7	80. 0	80. 6	80. 4	81. 4	1. 7	1. 4	2. 3
Mining	1. 3	1. 1	. 8	. 8	. 6	−2. 0	. 2	. 2
Contract construction	5. 4	5. 3	5. 0	5. 1	4. 8	. 9	1. 9	1. 5
Manufacturing	26. 3	25. 0	24. 9	22. 5	22. 6	1. 2	−1. 1	2. 2
Durable goods	14. 9	14. 1	14. 6	13. 0	13. 4	1. 5	−1. 6	2. 6
Nondurable goods	11. 5	10. 9	10. 3	9. 6	9. 2	. 8	−. 4	1. 6
Transportation, communication, and public utilities	6. 6	6. 1	5. 6	5. 5	5. 2	. 3	1. 1	1. 5
Transportation	4. 4	4. 0	3. 5	3. 3	3. 2	−. 1	−. 2	1. 7
Communication	1. 3	1. 2	1. 2	1. 3	1. 3	1. 3	3. 9	1. 5
Public utilities	. 9	. 8	. 8	. 9	. 8	. 8	2. 1	. 8
Trade	20. 1	20. 6	21. 6	21. 5	21. 4	1. 8	2. 6	2. 1
Wholesale trade	4. 7	4. 8	4. 8	4. 9	4. 9	1. 9	2. 1	2. 0
Retail trade	15. 4	15. 8	15. 8	16. 6	16. 5	1. 8	2. 7	2. 1
Finance, insurance, and real estate	4. 0	4. 3	4. 6	5. 0	5. 3	2. 6	3. 7	2. 8
Other services [3]	15. 9	17. 6	19. 2	20. 0	21. 5	3. 1	2. 4	3. 1

[1] Compound interest rate between terminal years.

[2] Government employment used here is based on a Bureau of Labor Statistics concept to be consistent with other employment data. It is different from the government employment shown in the chapter on The Employment and Unemployment Record because of inclusion of government enterprise employees, as well as other statistical and coverage differences.

[3] Includes paid household employment.

NOTE Employment is based on jobs and includes, in addition to wage and salary workers, self-employed and unpaid family workers. Employment based on jobs differs from employment based on persons by separately counting each job held by a multiple jobholder. Detail may not add to totals because of rounding.

SOURCE: Ronald E. Kutscher, "The U.S. Economy in 1980 and 1985: Projections of GNP, Income, Output, and Employment," *Monthly Labor Review*, December 1973.

slowdown in growth. That number is expected to rise by 415,000 a year, on average, between 1972 and 1980, and by 438,000 a year between 1980 and 1985. The other sectors of major expansion, comprising finance, insurance, and real estate and other services, are expected to expand by 718,000 jobs a year until 1980. In the manufacturing sector (both durable and nondurable goods), the outlook is for an average gain of 455,000 jobs a year; and in transportation, communication, and public utilities, the number of jobs is projected to increase by 74,000 a year until the end of the decade (but by only 9,000 a year between 1980 and 1985). On the other hand, jobs in wholesale and retail trade are expected to increase by 408,000 a year until 1980 and then by 137,000 a year until 1985.

Among the sectors which are expected to have a declining share in the number of jobs, agriculture is likely to average a loss of 144,000 jobs a year until 1980. The projected number of jobs in mining remains approximately constant throughout the projection period (unless the energy shortage intervenes in a positive sense), while jobs in the construction industry are expected to increase by 70,000 a year until the end of the decade.

Although the outlook for 1980 is somewhat uneven within each major group, it is perceptibly weighted toward oversupply in the white-collar occupations and industries and undersupply in the blue-collar sectors. Subsequent sections of this chapter will examine some implications of these new patterns of occupational opportunity. First, the major factors accelerating or retarding occupational progress for different groups in the labor force will be reviewed and evaluated. Then an attempt will be made to measure the real degree of importance that labor force members attach to upward occupational mobility.

Labor Market Factors

THE EXTERNAL LABOR MARKET

The unequal access of different groups in the labor force to jobs with good wages and good advancement opportunities has led to the formulation of a theory of "primary" and "secondary" labor markets. The primary sector consists of those internal labor markets which normally offer systematic opportunities for job progression, based on seniority and worker qualifications. Jobs in the primary market have several of the following additional characteristics: High wages, good working conditions, employment stability, equal treatment, and fair procedures in the administration of work rules. Secondary labor market employment has few, if any, of these characteristics, since it consists primarily of casual labor and low-skilled full-time jobs of a dead end nature.[9] Disadvantaged workers, according to this theory, are confined largely to the secondary market, a limitation which is viewed as self-reinforcing: The casual and dead end nature of the jobs breeds casual work habits, high turnover, and lack of motivation which further handicap such workers in attempting to enter the primary job market (except possibly during periods when labor is in unusually short supply).

However, there are some indications that the actual labor market experience of many workers in recent years is not compatible with the more extreme formulations of this theory. One component of The Ohio State University's National Longitudinal Study of Labor Market Behavior (NLS)[10] has traced the experience through 1968 of a sample of young men aged 14 to 24 years in 1966, who had 12 or fewer years of education, who had been out of school for at least 2 years before 1968, and whose first job after leaving school was in nonagricultural employment. The first post-school job and the current job were classified as either "primary" or "secondary" on the basis of the wages paid in the occupation and industry of which they are a part. Contrary to the premise stated earlier, both white and black youth whose first jobs were in the secondary sector were considerably more likely to advance to primary jobs than to remain in secondary ones. On the other hand, the chances for initially entering a primary job, or for moving from a secondary to primary job in the early stages of their work careers, were found to be significantly better for white than for black youth and—within each group—to reflect the influence of such factors as education, family background, and labor market conditions. Differences in earnings reflecting racial discrimination were apparent in both sectors.

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[9] Peter B. Doeringer and Michael J. Piore, *Internal Labor Markets and Manpower Analysis* (Lexington, Mass.: D. C. Heath & Co., 1971), ch. 8.

[10] Paul James Andrisani, "An Empirical Analysis of the Dual Labor Market Theory" (Columbus: The Ohio State University, Center for Human Resource Research, May 1973).

It is clear that current research focused on dual labor markets has so far been able to explain only a fraction of the total range of relative employment success of different workers. Some of the large residual unexplained variation can be accounted for by the inherent limitations of available data, and a good deal of the remainder may be attributable to varying levels of labor demand, to discrimination, to individual differences in skills and work attitudes, and to other factors affecting access to promotion in specific industries and firms—that is, within the internal labor market.

INTERNAL LABOR MARKETS

Wide Variations

Industries and firms vary widely in the opportunities they give to new workers to advance up the job ladder. At one extreme, some employers are in a position to assure qualified entrants that they will have very good prospects for job advancement within a clearly defined path of career progression. At the other extreme are firms offering only unskilled and routine jobs leading nowhere. And advancement opportunities often reflect the size of the firm and its internal occupational structure, as well as the extent to which workers are selected for higher level jobs by training and promotion from within, rather than by recruitment of trained workers from outside the firm. Specialized educational or certification requirements, seniority rules, and other provisions of collective bargaining agreements also significantly affect the potential for advancement of particular categories of workers.

The importance of internal training and promotions as paths to advancement for many workers is illustrated by data from The Ohio State University's 1966 NLS survey of men 45 to 59 years of age, which indicated that 6 out of 10 men in white-collar, craft, or operative jobs had been with their present employer for 10 or more years, while only about 4 out of 10 of those in laborer or service jobs had this length of job service.[11]

A number of recent studies have provided new insights into the scope of upgrading opportunities in different industries and for different categories of workers. Two types of internal labor markets are identified: "enterprise markets," which are generally limited to a single establishment, and "craft markets," which (for blue-collar workers, at least) center on the local unions in the building trades, longshoring, and some service occupations and are often limited to these unions' jurisdictions.

These structured labor markets are believed to cover about 80 percent of all employed workers, not including the self-employed, farm laborers, domestic workers, and others performing odd jobs of various types.[12] Even if workers in small enterprises, which usually offer limited training opportunities, are excluded from the structured sector, it still accounts for more than one-half of total employment in the United States.

Internal labor markets have been further classified by several major features:

—The degree to which higher level jobs are filled through transfer or upgrading from entry-level jobs, rather than through external hiring.

—The structure of job ladders, which range from long, narrow ladders with many skill grades to broad, flat ladders that offer very limited potential for upward movement.

—The rules determining movement up these ladders.

One recent examination of advancement opportunities in 11 major manufacturing and nonmanufacturing industries estimated that about one-third of the workers involved were in dead end jobs and that some 8 out of 9 of these were at the bottom rung of the ladder in either unskilled or semiskilled jobs, while most of the remainder who had managed to move a step higher were working supervisors.[13]

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[11] Herbert S. Parnes and others, *The Pre-Retirement Years*, vol. 1 (Washington: U.S. Department of Labor, Manpower Administration, 1970), Manpower Research Monograph No. 15, p. 143.

[12] Doeringer and Piore, op. cit., chs. 1 and 3.

[13] William J. Grinker, Donald D. Cooke, and Arthur W. Kirsch, *Climbing the Job Ladder: A Study of Employee Advancement in Eleven Industries* (New York: E. F. Shelley and Company, New

The opportunities for advancement are manifestly much better for workers in enterprises with relatively long job ladders. In some industries, this system is defined in terms of job sequence within units or departments and by requirements that vacancies be filled by promotion of the qualified workers with the greatest length of continuous service in each unit. The result has been to promote upward mobility within specific work units while discouraging movement out of these units and excluding workers without access to such ladders.

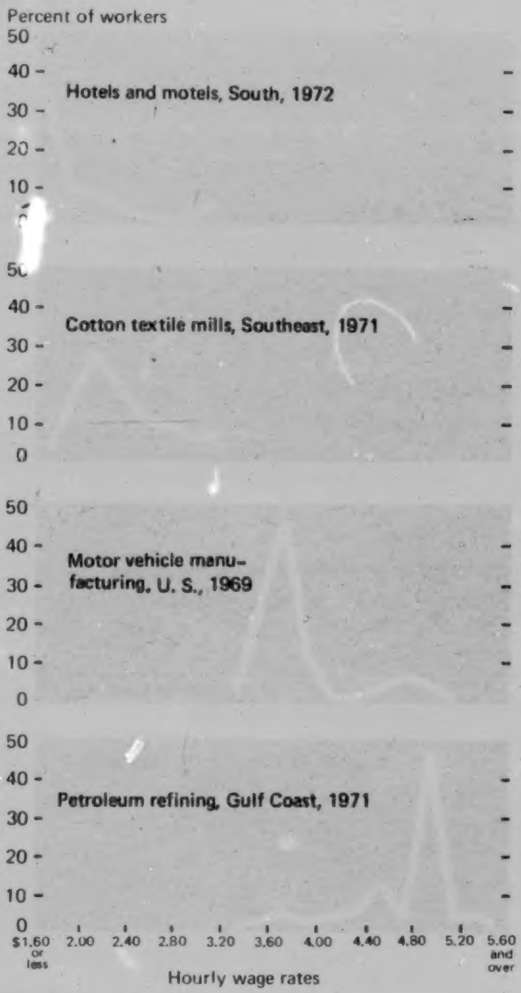
High- Versus Low-Wage Industry

Most of the available studies of upgrading opportunities by industry have been based upon case studies of particular industries or firms, and no comprehensive information is available on the numbers and types of workers in specific skill or grade levels or on their rates of promotion. However, the overall distribution of jobs in various industries imposes obvious limits on advancement opportunities. Institutions with a relatively large proportion of higher paid jobs (e.g., hospitals) do not necessarily provide good opportunities to their lower wage workers because of the educational or technical qualifications required for access to the more desirable jobs or because of prevailing personnel practices and seniority rules. On the other hand, industries whose staffing patterns provide for very few higher skilled jobs clearly have limited upgrading potential.

The sharp contrasts among the job structures of different industries are illustrated by the wage distributions of four selected groups—hotels and motels, cotton textile mills, motor vehicle manufacturing, and petroleum refining (see chart 17).

CHART 17

WIDE INTERINDUSTRY VARIATIONS IN WAGE STRUCTURES HAVE A STRONG IMPACT ON WORKERS' ADVANCEMENT.



Source: U.S. Department of Labor.

Opportunities for advancement from low-wage jobs are clearly limited in such industries as hotels and motels and cotton textile mills, since all but a small percentage of nonsupervisory jobs in these industries pay relatively low wages. In many instances, opportunities are further restricted by the division of the work force into departmental or functional categories. The occupational structure of the hotel and motel industry, for example, rests upon a broad base of unskilled manual labor and semiskilled service jobs, providing little or no opportunity for advancement, while separate recruitment channels are used to fill the higher paid front office and skilled maintenance jobs.[14]

On the other hand, the motor vehicle and petroleum refining industries both fit into the category of relatively high-wage industries with clearly

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York Institute of Technology, 1970), ch. 1. See also Charles Brecher, *Upgrading Blue Collar and Service Workers* (Baltimore: The Johns Hopkins University Press, 1972), and Marcia Freedman, *The Process of Work Establishment* (New York: Columbia University Press, 1969).

[14] Grinker, Cooke, and Kirsch, op. cit., pp. 243–256.

structured internal labor markets. Their lowest wage rates are *above* the level received by a large majority of nonsupervisory employees in the low-wage industries. Nevertheless, the potential for upward movement varies greatly for workers in these high-wage industries. About two-thirds of all nonsupervisory workers in the motor vehicle industry, for example, are in operative or laborer jobs, and the variation in pay rates for such workers is quite limited, as illustrated by the high concentration of workers at the low end of its wage spectrum. In contrast, the petroleum refining industry has a wage structure that offers much more advancement potential, as indicated by the fact that half of all petroleum refining workers earn at least 50 percent above the entry wage. While laborers may have limited opportunities for promotion, those who enter as trainees in processing departments or the crafts can expect substantial job advancement.

The close association between industry wage structures and chances for advancement for low-income workers is also underscored by a recent analysis of social security earnings records for a sample of workers in manufacturing industries who earned between $3,000 and $5,000 in 1965 and also received earnings in 1970.[15] "Advancement"—defined, in this case, as an increase in annual earnings of at least two $1,000 intervals between 1965 and 1970—was considerably more rapid in high-wage industries than in such low-wage industries as textiles and apparel (see table 5). Not all of the improvement in earnings necessarily represented advancement in job levels; nevertheless, the wide interindustry variations suggest that the characteristics of each industry's job structure have an important bearing on the rate of progress of their lower wage workers.

Advancement rates were found to be substantially lower (by more than 20 percentage points) for low-wage women workers than for men, whether or not they stayed in the same firm or industry over the 5-year period. Advancement rates were also lower for black than for white men, but there was no appreciable race-related difference among the women workers surveyed. Advancement rates declined with age, from an average of more than 70 percent for low-income workers aged 20 to 24 years in 1965 to less than 50 percent for those aged 40 years and over.[16]

JOB SHIFTING

These findings help to illustrate the value—as well as the drawbacks—of job shifting for low-

TABLE 5. PERCENT OF WORKERS ADVANCING FROM LOW-INCOME WAGE GROUP BETWEEN 1965 AND 1970, SELECTED MANUFACTURING INDUSTRIES [1]

Industry	Average hourly earnings, 1970	Percent advancing		
		Total	In same industry in 1970	In other industry in 1970
Average, all manufacturing	$3. 36	53. 0	32. 5	20. 5
Transportation equipment	4. 06	72. 7	41. 6	31. 0
Machinery, except electrical	3. 77	61. 0	37. 9	23. 1
Fabricated metal products	3. 53	59. 1	36. 7	22. 4
Electrical equipment and supplies	3. 28	48. 8	33. 5	15. 3
Food and kindred products	3. 16	54. 3	34. 3	20. 1
Textile mill products	2. 45	42. 8	28. 1	14. 7
Apparel and other textile products	2. 39	37. 0	24. 6	12. 4

[1] Low-income workers are defined as those who had estimated annual earnings of $3,000 to $4,999 in 1965 and had social security earnings records in both 1965 and 1970. Advancement is defined as progression in earnings of two or more $1,000 intervals between 1965 and 1970, e.g., from earnings of $3,000 to $3,999 in 1965 to $5,000 or higher in 1970. Data include persons who worked less than full time in each of these periods. Industries shown are those with a sample of 200 or more workers.

NOTE: Detail may not add to totals because of rounding.

SOURCE: Average hourly earnings from Bureau of Labor Statistics. Other data adapted from Edward Steinberg, *Upward Mobility of Low Income Workers*, table 4.11, p. 61.

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[15] Edward Steinberg, *Upward Mobility of Low Income Workers* (New York: The Institute of Public Administration, July 1973).

[16] Ibid., pp. 54 and 56.

income workers. Its role is indicated by a Bureau of Labor Statistics study covering the period 1959 to 1971, which found higher quit rates in low- than in high-wage industries and concluded, "By far the most important factor determining interindustry variations in voluntary separations is the relative level of earnings."[17] Nevertheless, some workers clearly have greater opportunity than others to improve their status by changing jobs. It is greater for men than for women, for better educated workers than for those with poorer educations, for whites than for blacks, for younger than for older workers, and for those living in large metropolitan areas than for those in rural areas or small towns. Thus, as shown in table 5, the highest proportions of low-income workers who advanced by moving to jobs in other industries had been employed originally in transportation equipment, machinery, and metalworking—industries which are staffed mainly by men with average levels of education and located in relatively high-wage areas.

Industries with lower rates of advancement through interindustry transfer, such as apparel and textile mill products, are staffed primarily by women with below-average educations and are often located in smaller cities and towns, where alternative high-paying job opportunities for women workers have been limited (while those branches located in the larger cities often include large proportions of women from minority groups).

Education, Experience, Tenure, and Earnings

Although the broad linkage between education, on the one hand, and income or occupational progress on the other has been generally recognized, recent studies have questioned the emphasis placed upon formal education as a *primary* determinant of differences in individual achievement. Most of the earlier empirical studies of the relationship between income and education were based on group averages for specific age, sex, race, and educational level classes, but more recent analyses have attempted to explain variations in earnings among individual workers. For example, one examination of 1959 annual earnings of men, as reported in the 1960 census, found that only 7 percent of the variation in earnings was associated with length of schooling. The amount of variance explicable in terms of education alone was lowest among both the youngest and oldest age groups, highest (16 percent) among men aged 40 to 44.[18]

Other analyses have incorporated such additional personal characteristics as family background, quality of schooling, and measures of intellectual ability; in general, length of schooling has been found to be the single most important factor in explaining earnings variations among those factors tested, but the proportion of the total variation accounted for in this manner was quite small.[19] More recent research has produced evidence that length of working experience—and, particularly, length of experience in a specific industry or firm—makes an independent and important contribution to earnings progression among workers.

FOR MEN WORKERS

One analysis, based on 1960 census data, has explored the relationship between length of total postschool working experience and earnings progression.[20] Its findings indicate that the *rate* of annual earnings progression of men at lower educational levels tended to be slightly more rapid, in relation to years of postschool experience, than that of men with more education, even though the absolute difference in dollar earnings tended to widen, by educational level, with years of labor force experience.

This is in sharp contrast to the trend illustrated in chart 18, which indicates a much more rapid rate

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[17] "Quits in Manufacturing," *Monthly Labor Review*, November 1972, pp. 31–37.

[18] Jacob Mincer, "Schooling, Experience and Earnings" (Washington: National Bureau of Economic Research, in press), part II, table 4.

[19] See, for example, Andrew I. Kohen, *Determinants of Early Labor Market Success Among Young Men: Race, Ability, Quantity and Quality of Schooling* (Columbus: The Ohio State University, Center for Human Resource Research, January 1973) and "Investment in Education: The Equity-Efficiency Quandary," *Journal of Political Economy*, May–June 1972.

[20] Mincer, op. cit., part II, table 4.

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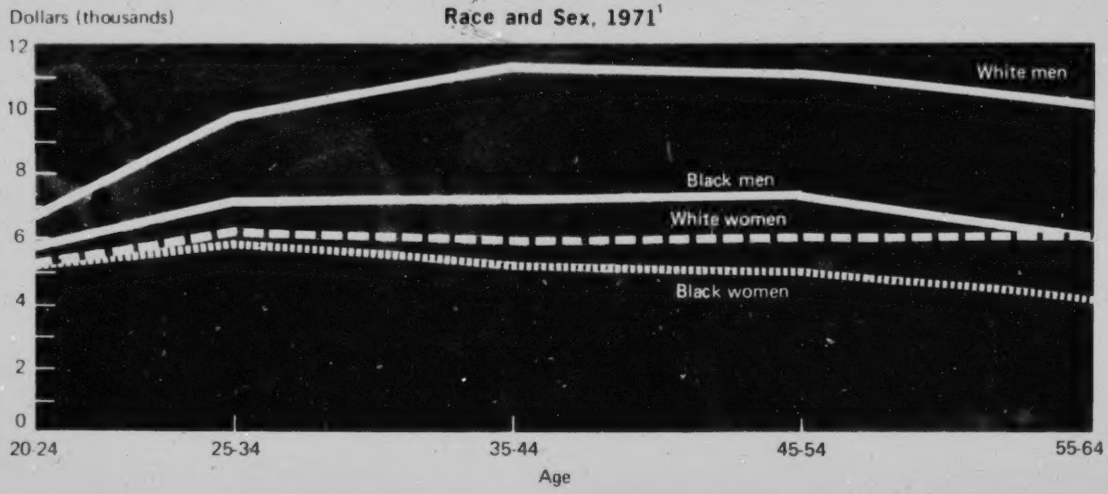
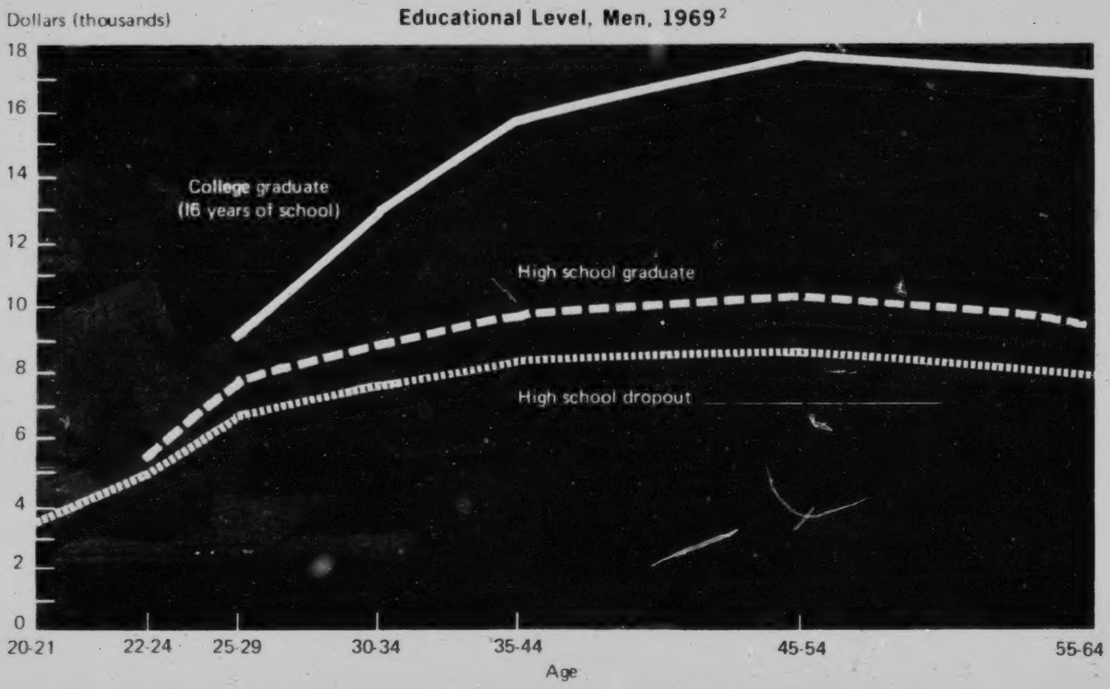
CHART 18

INCOME RISES MORE RAPIDLY WITH AGE FOR WHITE MEN AND FOR COLLEGE GRADUATES.





[1] Median income for year-round, full-time workers.

[2] Median income for year-round workers.

Source: U.S. Department of Labor, based on data from U.S. Department of Commerce.

of increase for better educated workers, when measured in relation to a common age span. This pattern was found to be less pronounced when earnings trends by length of experience were measured in terms of hourly or weekly, rather than annual, earnings. Nevertheless, even the trend based on estimates of hourly earnings indicated a parallel rate of growth in earnings for each educational level group, by years of experience, rather than the widening differential evidenced in similar comparisons by age group. Like the education profiles, however, the experience profiles of earnings rise more rapidly in the early years of employment and tend to level off after about 20 years.

A much higher correlation between earnings and length of schooling was apparent among groups of men with a similar duration of postschool experience than was revealed by the earlier studies based upon age. Thus, among men with less than 10 years of work experience, the amount of variation explained was about twice that found in the age group for which schooling and earnings were most closely correlated, but the correlation between schooling and earnings declined steadily for men workers with successively longer periods of work experience and was least visible among those with 30 or more years of postschool labor force participation. This progressive "decay" in the relationship between schooling and earnings can be attributed to the greater importance of work experience as a key factor in earnings differentials among more mature workers.

FOR WOMEN WORKERS

The influence of length of work experience upon earnings has been found to be particularly significant in explaining earnings variations among women. The work history data compiled in the 1967 NLS survey of women aged 30 to 44 has made possible systematic analysis of the relationship between length and continuity of labor force experience, on the one hand, and earnings for married and single women with different levels of formal schooling on the other.[21] The typical work-life cycle of married women with children, based on this survey, has been defined as consisting of three stages:

—An initial period of continuous work until birth of the first child.

—A period of nonparticipation in the labor force, lasting about 5 to 10 years, which is related to childbearing and child care, followed by intermittent participation until the youngest child reaches school age.

—A more continuous period of work participation after the youngest child reaches school age, typically when the mother is in her late thirties or early forties.

On the average, such married women were found to have accumulated about one-half the total years of postschool labor force experience gained by men in the same age group. In contrast, the small proportion of "never-married" women in the sample were found to have been in the labor force for about 90 percent of the time since leaving school.

The impact of length of work experience on mean earnings of married women, regardless of education, is quite consistent, as shown below:

Percent of lifetime worked	*Mean earnings* [1]	*Level of education*		
		Less than 4 years high school	*High school graduate*	*1 or more years of college*
Average	$2, 862	$2, 239	$2, 893	$3, 969
100	4, 764	3, 308	4, 789	5, 818
75 to 99	3, 732	3, 090	3, 687	4, 725
50 to 74	2, 976	2, 642	2, 886	3, 904
1 to 49	2, 065	1, 838	2, 088	2, 546
Other [2]	1, 459	968	2, 049	....

[1] Relate to 1966.

[2] Individuals employed during survey week and possibly for periods under 2 weeks, at least once, in earlier years.

SOURCE: Suter, op. cit.

Another research effort has related the 1966 hourly earnings of women workers in this sample to the length of these work-experience periods and to other pertinent variables, including length of schooling, extent of postschool job training, geographic mobility, health status, and number of children.[22] (The analysis was performed separately for white and black women, by marital status and presence of children.) These factors, in combination, accounted for 25 to 30 percent of the relative dispersion of wage rates of white married women and for about 40 percent in the case of the small sample of single women aged 30 to 44 included in the survey. Adjustment for the differences in length of work experience for men and women in the same age and education groups would reduce the wage-rate gap between married women and men by about 45 percent. Among the women surveyed, however, the progression of earnings with experience was only about one-half as great for black women as for white women.

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[21] Herbert S. Parnes and others, *Dual Careers*, vol. 1 (Washington: U.S. Department of Labor, Manpower Administration, 1970), Manpower Research Monograph No. 21. See also Larry E. Suter, "Occupation, Employment and Lifetime Work Experience of Women," presented at the meeting of the American Sociological Association, New York City, Aug. 28, 1973.

[22] Jacob Mincer and Solomon Polachek, "Family Investments in Human Capital: Earnings of Women," presented at Population Conference II, Chicago, June 4–5, 1973.

This analysis also contributed to an explanation of the sharp contrast between the age-earnings profiles of men and women. The fact that women's earnings do not progress in the early stages of their working lives in the same manner as those of men is sometimes attributed to the smaller investment in on-the-job training for younger married women, in view of their shorter expected job tenure—an expectation which has been considerably modified in recent years by the steeply rising labor force participation rates of young wives, including mothers of preschool-aged children. (See the relevant sections in the chapter on The Employment and Unemployment Record.) This, in turn, may explain the dip in wage levels for those women between ages 35 and 44 who enter or reenter the labor force once their children are of school age, since some obsolescence of previously acquired skills can be expected during periods of absence from the labor force. Subsequently, age-earnings profile data indicate some gradual improvement in wage rates for women associated with more continuous labor force tenure after their children reach school age.

Even among continuously employed women, however, earnings are generally lower than those of men workers of comparable age, occupation, education, and experience. According to a recent analysis, a sample of professional and technical women who had been working most of their adult lives ". . . earned only 66 percent of the male average in these occupations. A similar comparison made for clerical workers showed that career women earned 79 percent as much as men, and among operatives and services workers . . . only half as much as men." In other words, a significant proportion of the wage differential between continuously employed women and similarly qualified men must be attributed to discrimination.[23]

JOB TENURE

In many industries, in addition to total years of labor force experience, earnings progression depends upon continuity of work experience with the same firm. This is particularly important in those industries where job-acquired skills are not readily transferable and where higher level positions are filled by promotion rather than external recruitment. The extent to which earnings increase with length of on-the-job experience is indicated in table 6.

A consistent pattern of advancement in earnings with length of job tenure is indicated—at least during the first 10 to 14 years of job experience—for both men and women workers and for both white-collar and blue-collar workers of each sex. White-collar workers, as a group, begin at a substantially higher level of earnings than do their blue-collar counterparts and progress more rapidly in terms of absolute dollar increases in earnings. However, the relative increase in earnings for blue-collar workers tends to be more rapid in the first 10 years of work experience, with limited further progression beyond that time. White-collar workers, on the other hand, experience a slower initial rate but a longer period of earnings advancement. As a result, the increment of earnings for male workers with 20 years or more of job tenure, as compared with those having less than 5 years, is about 34 percent for both white-collar and blue-collar workers.

In the case of women workers, the corresponding gain with job tenure is 45 percent for those in white-collar occupations, compared with 33 percent for women in blue-collar occupations. It should be noted, however, that only a small proportion of women workers ever received the earnings gains associated with long job tenure, since no more than 10 percent of full-time women workers had attained 20 or more years of service on their job, compared with 20 percent of the men.

The contribution of job experience to earnings advancement has also been analyzed in a recent longitudinal study of social security earnings records for the period 1957–66 covering 8,900 white male workers in selected industries. Three factors—age, years of firm experience, and years of industry experience—accounted for over 30 percent of the observed variation in earnings among

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[23] Larry E. Suter and Herman P. Miller, "Income Differences between Men and Career Women," *American Journal of Sociology*, January 1973, pp. 967–968.

TABLE 6. ANNUAL EARNINGS OF FULL-TIME WORKERS, BY LENGTH OF EMPLOYMENT IN CURRENT JOB, SEX, AND OCCUPATIONAL CATEGORY, 1971

Length of employment	Men		Women	
	White-collar	Blue-collar [1]	White-collar	Blue-collar [1]
	Earnings			
1 to 4 years	$10, 557	$7, 052	$5, 634	$3, 857
5 to 9 years	12, 456	8, 577	6, 619	4, 645
10 to 14 years	12, 930	9, 310	7, 082	4, 848
15 to 19 years	13, 519	9, 281	7, 691	5, 052
20 years and over	14, 125	9, 459	8, 194	5, 118
	Earnings index (1–4 years = 100)			
1 to 4 years	100. 0	100. 0	100. 0	100. 0
5 to 9 years	118. 0	121. 6	117. 4	120. 4
10 to 14 years	122. 4	132. 0	125. 6	125. 7
15 to 19 years	128. 0	131. 6	136. 4	130. 9
20 years and over	133. 8	134. 1	145. 4	132. 7
	Percent distribution			
Total	100. 0	100. 0	100. 0	100. 0
1 to 4 years	33. 7	33. 9	46. 9	44. 1
5 to 9 years	22. 2	22. 8	22. 8	27. 1
10 to 14 years	13. 9	12. 0	12. 1	11. 4
15 to 19 years	10. 2	10. 9	7. 9	7. 7
20 years and over	20. 0	20. 4	10. 3	9. 7

[1] Blue-collar workers are defined here as all workers other than those in white-collar occupations.

SOURCE: Special tabulation from April 1972 Supplement to Current Population Survey on pension plan coverage of full-time workers in the civilian labor force.

men in the middle- and high-income groups but for only 15 percent in the case of the low-income workers. For the latter group, length of firm experience was found to be much more important than either age or length of industry experience: "Low-income individuals start at the bottom of the ladder in a new job, regardless of age, whereas high-income workers realize the benefit of their general experience even in their first year with a new employer." [24]

The consistent relationship between earnings, on the one hand, and schooling or experience, on the other, has made it evident that the latter are indeed important in explaining observed differences in economic advancement for particular groups of workers. There is much less agreement, however, concerning the interpretation of these findings. For example, some observers have contended that educational credentials are often used as "rationing" devices to restrict entry into preferred occupations to individuals from favored social or racial groups, rather than because the additional education contributes to job productivity. Opportunities for acquiring additional skills through on-the-job experience also vary widely among different firms, as indicated in the preceding section of the chapter. Moreover, as shown in the following section, some individual workers possessing adequate education and ability have had unequal access to advantageous occupational change or to jobs offering the best prospects for training and advancement.

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[24] Arthur J. Alexander, "Income Experience and the Structure of Internal Labor Markets" (Santa Monica, Calif.: Rand Corp., pending publication).

Occupational Progress and the Individual Worker

Occupational shifting has been found to be a pervasive element in the careers of American workers. In its 1966 survey of 5,000 men workers aged 45 to 59, The Ohio State University NLS found that only 13 percent were in the same specific occupational group as that of their first job after leaving school and that only one-fourth were in the same major occupational group.[25] A parallel survey of women aged 30 to 44 in 1967 found a somewhat greater degree of occupational stability for this group, which was probably due in part to their shorter period of work experience and to the more limited range of job options open to them. Nevertheless, fewer than one-third of these women were in the same occupation in 1967 as that of their longest held job after leaving school and before marriage, if ever married, or of their first postschool job of at least 6 months duration, if never married.[26] Occupational shifting was found least frequently among the relatively small proportion of men and women who began their postschool work careers in the professional and managerial occupations and most frequently among those who began their careers in the least desirable occupations.

RESULTS FOR MEN WORKERS

Occupational shifting by men workers usually results in some advancement. The Ohio State University study, as well as earlier examinations of male career patterns, found that a majority of men have advanced in occupational rank over the course of their working careers. Among those aged 45 to 59, 55 percent had moved into occupations with higher socioeconomic status, 29 percent were in jobs classified at the same status level, while 16 percent were in lower status jobs.[27] Similarly, when these men were asked to identify the "best occupational assignment" of their working career, roughly two-thirds placed their current or last job in this category.

For the majority, however, the degree of occupational advancement has been relatively modest and appears to be closely related to their initial entry position on the occupational ladder. Those workers who were first employed as farm laborers were most likely to become farm operators; operatives typically became craft workers or supervisors or took sales jobs, and those who began in sales advanced to managerial jobs.

It is also clear that occupational advancement of men workers is most likely to occur in the earlier stages of their work careers, since virtually all analyses indicate an inverse relationship between occupational mobility and age. The extent to which advancement opportunity declines with age has been illustrated most recently by a review of changes between 1960 and 1970 in the average occupational status scores of men by age class. The analysis is limited to those men with just 12 years of schooling. As shown in table 7, net upward occupational mobility for men who were high school graduates but who had not gone to college was concentrated in their first two decades of working life, with very little subsequent progress beyond their late thirties or early forties.

TABLE 7. NET CHANGE IN OCCUPATIONAL STATUS INDEXES [1] FOR MEN WORKERS WITH 12 YEARS OF EDUCATION, 1960 TO 1970

Age in 1960	Age in 1970	Net change in occupational status index		
		All races	White	Minority
16 to 24 years	25 to 34 years	4.5	3.4	10.5
25 to 34 years	35 to 44 years	2.1	1.7	5.7
35 to 44 years	45 to 54 years	.2	.2	.2
45 to 54 years	55 years and over	0	(2)	(2)

[1] Occupational status index based on the percent of white high school graduates aged 25 to 34 in a given occupation in 1960.

[2] Data not available by race because of small sample size.

SOURCE: Harold Wool, *The Labor Supply for Lower Level Occupations*, p. 157.

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[25] *The Pre Retirement Years*, vol. 1, pp. 119, 127.

[26] *Dual Careers*, vol. 1, p. 161.

[27] *The Pre Retirement Years*, vol. 1, p. 127.

WOMEN WORKERS

Most women workers experience little positive change in occupational status during their careers. In contrast to the experience of men workers, available data on occupational shifts for women workers provide no clear evidence of net upward mobility in the course of their work experience. Among white married women aged 30 to 44 who had children in the household, the NLS survey found that a greater proportion (20 percent) had experienced significant downward mobility in occupational status between the first regular job and the current job than had experienced upward mobility (15 percent). On the other hand, the much smaller group of "never married" white women—a relatively stable group in terms of occupational attachment—had experienced more upward than downward mobility, by a ratio of about 2 to 1.[28]

As shown earlier in the case of earnings, the lack of continuity in the work experience of many women has played an important role in inhibiting their relative occupational progress. Thus, among "ever married" white women with children, the small proportion with continuous labor force participation since leaving school had experienced a net improvement in occupational status since the first job, while those with an intermittent work history had lost ground. Nevertheless, even among those white women with continuous work experience, the percentage who were upwardly mobile (30 percent) was only about one-half that for men workers (57 percent) covered in the parallel survey of men aged 45 to 59.

These findings are confirmed by an analysis of changes in average occupational status scores, by age class, between 1960 and 1970, for women with 12 years of schooling.[29] Whereas the "cohort" analysis for men described above had reflected a moderate rise in occupational status over the first 20 years of working life, a similar comparison for white women indicated a small decline of about 1.5 points by 1970 in average status scores for those aged 16 to 34 in 1960, with no significant change for the older women workers.

Several explanations have been advanced for the lack of any consistent pattern of occupational advancement among women workers. There are clear indications that marriage, childbearing, and intermittent labor force participation are contributing factors. Moreover, some married women—even those with continuous work histories—are limited in their choice of occupation because of their need to devote substantial periods of "free" time to household responsibilities and because their geographical location is often dictated by their husbands' job opportunities rather than by their own. (See the section on Working Wives and Family Migration in the chapter on The New Geography of Employment: Migration and the American Worker.) And it appears likely that systematic discrimination against hiring or advancement of women in many of the more desirable white-collar and skilled occupations has also played an important role.

BLACK WORKERS

The lack of occupational progress for minority group members relative to that of white workers over the 50 years preceding 1960 has been noted earlier in this chapter. Those findings reflected the experience of successive generations of workers, rather than the work history of a single generation of men or women; however, the NLS surveys confirm that black workers of mature age in the mid-1960's had in fact been doubly handicapped in their work careers. They had started in occupations of lower status and they had advanced much more slowly than white workers of comparable age and skills.

The adverse labor force experience of the black worker is particularly evident in the case of men. Over 60 percent of black men aged 45 to 59 in 1966 began their careers as farm or nonfarm laborers or service workers, in contrast to 36 percent of white workers; however, only 41 percent of black male workers, compared with 57 percent of whites, had improved their occupational position between first and current jobs, while 22 percent of the blacks, as opposed to 15 percent of the whites, had experienced downward mobility. The result has been a significant increase over their respective worklife spans in the inequality of the occupational distribution of white and black men who are now approaching retirement. While the relative concentration of blacks in low-wage jobs was 1½ times as great as that for white workers at the beginning of their respective careers, it was three times as great by the time of the survey.[30]

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[28] *Dual Careers*, vol. 1, pp. 161–2.

[29] Wool, op. cit., p. 155.

[30] *The Pre-Retirement Years*, vol. 1, pp. 118 and 127.

The work experience of black women aged 30 to 44 reveals a slightly more favorable picture than that of black men. Over half of all black women (56 percent) had begun their postschool careers in either domestic service, other service occupations, or farm labor (as contrasted to only 11 percent of white women). But, whereas the upward mobility rate of black men had been substantially below that of white men, the summary trends for black and white "ever married" women indicate that about the same percentage of each group of women was upwardly mobile. It appears, however, that this can be attributed entirely to the much heavier initial concentration of black women in the lowest status occupations. When comparisons were made between white and black women who began in the same occupational categories, upward mobility was found to be less frequent and downward mobility more frequent among the black women than among the white women.[31]

These summary work histories reflect experiences stretching back over several decades and therefore do not adequately convey the significant advances in occupational status achieved by many younger, better educated black workers in the 1960's. The differential advancement of younger workers, both black and white, is indicated in table 7. Among men with 12 years of education, the advance in occupational status indexes for black workers aged 16 to 24 and 25 to 34 in 1960 was more than three times as great as that for white workers, revealing a potentially significant narrowing of the "status gap" in these two age groups. In contrast, no significant improvement in occupational position occurred for older black men over the decade. Although these comparisons refer to only one educational attainment group, it appears likely from related analyses that advancement was substantially less frequent among black men who had not completed high school and more frequent among those who had gone to college.

Worker Attitudes Toward Promotion

Occupational advancement for many workers is obtained through promotion to higher level and better paid jobs at their current employment. There is some evidence, however, that American workers differ considerably in the nature and intensity of their desire for promotion. The importance assigned to promotional opportunities by different categories of workers and the extent to which they are satisfied or dissatisfied with their own opportunities have important implications for labor and management, as well as for public manpower policies.

The 1969 Survey of Working Conditions, conducted for the Department of Labor by the Survey Research Center of The University of Michigan, has provided some initial insights concerning these issues, especially the significant finding that workers varied considerably in the value they assigned to promotions as an aspect of their jobs: Over one-half considered promotions "very important," whereas nearly one-fifth assigned little or no importance to promotional opportunities. When asked when they next wanted (and next expected) a promotion on their present job, over two-fifths indicated they neither expected nor wanted to be promoted, but an equally large proportion wanted a promotion sooner than they really expected to obtain one.

Despite this mixed reaction, the survey found that issues of promotional opportunity and promotional fairness were aspects of the job with which workers reported being most dissatisfied. Promotional dissatisfaction, moreover, was found to be closely correlated with overall job dissatisfaction, mental health problems, and perceptions of on-the-job discrimination.

PAST PROMOTION EXPERIENCE

A second survey of working conditions, conducted by The University of Michigan in the winter of 1972–73, elicited additional major findings concerning the promotion experience and attitudes of workers.

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[31] *Dual Careers*, vol. 1, p. 161.

For example, workers were queried on the number of times they had moved "to a higher level job" since coming to work for their present employer. An analysis of these responses, classified by length of employment, indicated more frequent promotions for men than women workers and for younger than more mature workers—patterns consistent with other research findings on differential occupational mobility and earnings progressions by age and sex. On the other hand, the frequency of promotion of black workers was not found to be significantly different from that of white workers with similar job tenure, possibly reflecting the improved relative status of black workers in the past decade. However, it should be noted that, because black workers are concentrated in lower level jobs, a higher rate of promotions for blacks than for whites can be expected (at least for those in the "primary" labor market described in an earlier section) under conditions of full equality of promotional opportunity.

PROMOTION EXPECTATIONS

Asked when they expected their next promotion, 54 percent of the workers indicated that they expected never to be promoted by their present employer—or at least not within the next 20 years. Not all of the workers were unhappy with this prospect, however; about one-fourth of this group indicated that they were satisfied with their present job or that they preferred it to a higher level job within the same firm. An additional 12 percent considered themselves unqualified for a higher level job, mainly because they lacked the necessary technical training or education, while 15 percent indicated that they expected to leave their present jobs for retirement or other reasons. On the other hand, about one-half of those expecting no promotions responded in this way because no higher level positions were open in their present firm. Among the latter, a relatively small group—about 6 percent of the total—felt that they were kept from promotion by some form of discrimination.

Promotion expectations of workers of different age and sex groups appeared to reflect real labor market trends. For example, about 65 percent of all women workers, compared with 47 percent of the men, never expected a promotion. Only 35 percent of workers under 30 never expected a promotion, in contrast to 50 percent of those aged 30 to 44 and over 80 percent of those 45 years old and over. No significant difference in promotion expectations was evident between white and black workers. (However, about 16 percent of the blacks never expecting a promotion attributed this to discrimination, while only 5 percent of the whites pointed to discrimination in this context.)

PROMOTION DESIRES

Workers were also queried about when they would like to be promoted. Nearly one-half (44 percent) indicated they would like a promotion either immediately or within the next year, but less than one-fourth (24 percent) actually expected to receive a promotion in this time period. An additional 11 percent wanted a promotion within 1 to 5 years. Nearly all of the other respondents, or almost 45 percent of the total, indicated that they did not want a promotion with their present employer—a somewhat smaller proportion than the 54 percent who had indicated they never expected a promotion. The major reasons advanced by those not wanting a promotion were:

> —Satisfaction with their present job or lack of interest in taking on a higher level position because of some undesirable aspect of the latter post (38 percent).
>
> —Plans to leave their present employment for retirement, another job, or school (26 percent).
>
> —Lack of qualifications (15 percent).

In addition, 1 out of 6 respondents indicated that they did not "want" a higher position simply because they saw no opportunity of obtaining such a position where they worked.

Interest in obtaining a promotion varied significantly among sex, age, and ethnic groups. About 54 percent of the women workers surveyed, compared with 39 percent of the men, indicated they did not want a promotion. Only 30 percent of the workers under 30 expressed no interest in promotion, in striking contrast to over 80 percent of those 55 years of age and over (most of whom expected to retire soon). The proportion of black workers not interested in promotion was over 40 percent, compared with 30 percent of white workers—with a somewhat larger proportion of the blacks not wanting to be promoted because of satisfaction with their present job.

PROMOTION AND JOB SATISFACTION

Although a substantial proportion of the work force exhibited no marked interest in promotion, the survey results also indicated strong dissatisfaction among a sizable minority with promotion prospects and employers' promotion policies. For the latter workers, lack of promotional opportunities and perceived inequities in access to better jobs were important contributors to job dissatisfaction. About two-thirds of all workers surveyed considered fairness in handling promotions a very important consideration in choosing a job; about one-third felt that it was "very true" that promotions were handled fairly by their present employer and a similar proportion felt it was "somewhat true."

Reflecting these results, a promotion satisfaction index (a composite score based on weighted responses to three questions) shows that women and blacks are significantly less satisfied with their promotion prospects and employers' promotion policies than are men and white workers (see table 8). Moreover, both younger and older workers are somewhat less satisfied with their promotion situation than are workers 30 to 44 years old. And workers in industries characterized by well-developed internal promotion policies, such as finance, transportation, and public utilities (as well as those in the craft-oriented construction industry) are more satisfied with their promotional situation than are those in trade, manufacturing, and services.

The signs point, therefore, toward increased pressures on promotion opportunities among the same groups—younger workers, women, and blacks—which are expected to contribute unusually large numbers of jobseekers to the higher wage occupational categories in the next few years. To the extent that their aspirations are not met, their dissatisfaction may well increase still more.

On the other hand, the survey evidence has also uncovered a substantial proportion of workers who expect—and, in some instances, prefer—to continue at more or less the same level for the remainder of their worklife. Among still others, aspirations appear to have attenuated with time, and there may be a residual number (if the youthful counterculture is any indication) who disdain competition, using their jobs exclusively as a source of sustenance.

In other words, any eventual promotion squeeze is likely to be felt most sharply by those who are seeking advancement, and only indirectly—if at all—by those who are not. For the presumably large proportion to whom the job ladder represents something to be climbed, a number of identifiable factors, including the peculiarities of the labor market (both external and internal), as well as the education, cumulative experience, job tenure, and job shifting of the worker will play an important intervening role in determining success or failure.

TABLE 8. PROMOTIONAL SATISFACTION INDEXES, BY WORKER CHARACTERISTICS, 1972–73 [1]

Characteristic	Index
Sex: Men	2.74
Women	2.45
Age: Under 30 years	2.58
30 to 44 years	2.75
45 years and over	2.56
Race: White	2.68
Black	2.21
Industry: Finance, insurance, and real estate	3.08
Transportation, public utilities	2.90
Contract construction	2.80
Government	2.76
Services	2.56
Manufacturing	2.55
Trade	2.48

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[1] The promotion satisfaction index is a composite score, based on weighted responses to three questions on promotion chances and employer promotion policies. A higher score means greater satisfaction.

SOURCE: 1972–73 Quality of Employment Survey, Survey Research Center, The University of Michigan.

Planning for the Advantaged and the Disadvantaged

Almost since their inception, Federal manpower activities have devoted the greater proportion of available resources to assisting poor and disadvantaged workers through job placement, training, basic education, and a multitude of supportive services. In a very real sense, all of these programs have been aimed, either directly or indirectly, at the occupational advancement of the work force by encouraging a reassessment of hiring, training, and promotion practices by employers, officials, and the interested public, as well as by upgrading the skills of disadvantaged workers.

However, the labor force occupational and industrial projections described earlier in this chapter indicate, first, that many highly skilled—or "advantaged"—workers will soon require some assistance in matching their capacities to suitable jobs and, second, that disadvantaged workers will remain in need of basic job training and supportive services if they are to be able to compete successfully in the tighter labor market projected for them in the latter half of this decade.

At the threshold of an era of program decentralization, it is apparent that States and localities will have to assume the major part of the burden of devising program strategies to meet these new challenges. And it is certain that many areas, depending on the occupational composition and skill level of each local labor force, will find themselves more preoccupied with one of these problems than with the other.

Federal involvement with programs for skilled manpower,[32] although somewhat more limited than the broad range of experience accumulated in working with the disadvantaged, has offered some indications that activities focused on highly qualified occupational groups can be operated with rather positive job placement results and at lower cost per participant—largely because the target populations are more geographically mobile and do not require basic education or nearly as many supportive services. Given adequate labor market information and suitably refined occupational projections, therefore, many States and localities should be able to anticipate a degree of programatic success once a decision is made to commit some of their resources to the employment problems of the highly skilled.

For disadvantaged younger workers, especially the numerous minority group members among them, current labor force projections indicate that their employment prospects in semiskilled and skilled occupations may improve somewhat in the years ahead—if, that is, they are helped to acquire the relevant skills in the intervening period. In this regard, too, detailed labor market information and occupational projections suitable for use on the local level will play a determining role in consolidating the capacity of States and localities to meet training and placement requirements.

Of considerable importance to skilled and unskilled workers alike is the need for policymakers and researchers to scrutinize more carefully the characteristics of external and internal markets, paying particular attention to the factors that appear to accelerate or retard the occupational progress of individual workers and of entire groups in the labor force. Among them are the varying levels of individual interest in advancement opportunity, the inequities stemming from race or sex discrimination, the losses associated with intermittent labor force participation (especially among women workers), the decline in advancement possibilities associated with increasing age, and the interindustry disparities in wages and promotion possibilities for workers performing essentially similar tasks.

Finally, the employment uncertainties projected for many of the Nation's most skilled and strategically significant occupational groups suggest, at the very least, the need for a careful review of present and forthcoming manpower trends in higher education. Following such a review, both public and private educational institutions should be in a better position to bring their skill-imparting efforts more nearly into line with actual and projected changes in labor demand.

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[32] See, for example, the section on the Technology Mobilization and Reemployment Program in the chapter on Manpower Programs: Moving Toward Decentralization.

5

WIN II:
A PROGRESS REPORT

WIN II:
A PROGRESS REPORT

The current manpower program for welfare recipients, popularly known as "WIN II," stems from the 1971 amendments to title IV of the Social Security Act, which mandated significant changes in the Work Incentive (WIN) Program instituted 3 years earlier. WIN II completed its first year of operations in June 1973. Behind it was a decade of attempts by both the executive and legislative branches to deal with the anomaly of "a rapid and accelerating rise in the numbers of children and adults receiving assistance under the federally supported program of Aid to Families with Dependent Children (AFDC), coincident with generally high and rising employment. . . ."[1]

In the 1971 amendments, Congress called for a stricter, more visibly work-oriented WIN in order to reduce welfare rolls and costs while improving the incomes of welfare recipients. Changes called for:

—Mandatory registration of all individuals on AFDC rolls for manpower services unless specifically exempted.

—A shift in emphasis from preparation for work to job placement.

—Better coordination all along the line of the two administering agencies, the Departments of Labor (DOL) and Health, Education, and Welfare (HEW).

—Improved evaluation of WIN's effectiveness in meeting stated goals and in achieving a favorable impact on related programs.

The legislation imposed specific administrative and structural requirements on the program to meet these objectives.

The story of the revised program's first year is related in this chapter, and the profile of the group served is sketched. Program strategies and other distinguishing features are described, including arrangements for close cooperation between the two administering agencies.

Thereafter, a number of research findings concerned with the WIN Program—largely the original program rather than WIN II—and the population it is designed to serve are examined. Several studies looked into the work orientation and attitudes of welfare recipients. Others investigated the impact of welfare dependency on individuals and families. Still others checked out the work experience of WIN I participants, providing findings that may be of more than historical significance since the two programs have a good deal in common. Insights into the effectiveness of manpower services in increasing employability and earnings have also been obtained. The larger part of the research on WIN has been contracted for and supervised by the Department of Labor, but significant studies originating with the Department of Health, Education, and Welfare are also described.

The chapter concludes by suggesting some policy issues which remain for future consideration and determination.

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[1] *1970 Manpower Report*, p. 148. The history of Federal manpower programs for individuals on AFDC and of efforts at reform of the welfare system has been traced in earlier *Manpower Reports* as follows: 1968, pp. 204–205; 1969, pp. 105-107; 1970, pp. 74–76 and 148–158; 1971, pp. 35–36 and 52–54; 1972, pp. 54, 55, and 68; and 1973, pp. 37–39.

Program Developments

FIRST-YEAR ACHIEVEMENTS

Despite the inevitable startup problems associated with the substantial overhaul of a nearly 4-year-old program, WIN significantly expanded its activities in fiscal 1973. It had been estimated that 1.5 million individuals would be registered, of whom 500,000 would be appraised as to their suitability for participation in WIN. Actually, 1.2 million were registered (including nearly 300,000 who volunteered for the program) and 510,000 appraised. Seven in 10 of those appraised became program participants. In the earlier WIN Program WIN participants filled only 127,400 job openings over a 4-year period, but in the first year of WIN II they moved into 136,800 jobs.

In brief, the first year's record was as follows:

Number registered	**1,235,000**
Number appraised	**510,000**
Participants	**353,900**
Job openings filled	**136,800**
Percent of participants	**39**
Continuously employed for 90 days	**65,200**
Percent of jobs filled	**48**
Removed from welfare	**34,300**
Percent of continuously employed for 90 days	**53**

The median entry wage for all participants placed in employment (including subsidized on-the-job training and public service jobs) in fiscal 1973 was $2.02 per hour. The median for men was $2.58 per hour, for women, $1.87. For those who remained on jobs for 90 days, however, the median wage was $2.67. Over a third of the latter earned $3 an hour or more, and only 20 percent were below $2 an hour.

Of the 65,200 WIN participants who had been continuously employed for 90 days by the end of fiscal 1973, 53 percent had reached income levels which moved them off welfare rolls, while the remainder continued to draw supplemental welfare benefits. At the end of June 1973, 180,000 participants were in the program, compared with 126,400 when the original WIN program ended in June 1972. These first-year activities cost $209 million for manpower services and an additional $85.5 million for supportive social services.

CHARACTERISTICS OF PARTICIPANTS

Who are the welfare recipients WIN II served in its first year? The registrant pool from which they were drawn included three women for every man[2] (see table 1). More than half were white, while 44 percent were black and a scant 3 percent had other racial backgrounds. Eleven percent were Spanish speaking. They ranged in age from the very young to older workers, with 14 percent under 22 years of age, 16 percent over 45, and 70 percent between 22 and 44. More than a third had high school diplomas, but school dropouts were more typical of the group, since those who left school between the 8th and 11th grades accounted for half of the total. Nearly 14 percent had some type of employment at the time of registration, but the large majority were either unemployed or not in the labor force. Veterans, less than half of them from the Vietnam era, made up 7 percent of the total.

The composition of the group selected for participation generally paralleled that of the registrants. Variations tended to reflect the priorities established to carry out the congressional mandate to emphasize job placements. Men—more easily placed than women in most areas—made up 30 percent of the participants but only 25 percent of the registrants. The educational level of participants was somewhat higher on the average; 42 percent were high school graduates compared with 36 percent of the registrants, and only 9 percent had completed less than eight grades of school compared with 14 percent of the registrants.

Sharper differences emerge from an inspection of the patterns of the smaller group of 34,300 who had completed the 90-day job entry and were earning wages high enough to take them off AFDC and WIN rolls. As shown in table 1, of these successful participants in the first year of WIN II, 59 percent were men. There were additional successful participants among those still enrolled at the end of the year, but this group, of course, was not included in the fiscal 1973 total. (It should be

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[2] Unemployed fathers living with their wives are eligible for AFDC, and therefore for WIN, in only 25 States. In other States the only men eligible are teenaged dependents and fathers who are the sole parent in their families.

TABLE 1. CHARACTERISTICS OF REGISTRANTS, PARTICIPANTS, AND PARTICIPANTS REMOVED FROM ROLLS, WIN II, FISCAL YEAR 1973

[Percent distribution]

Characteristic	Registrants	Participants	Participants removed from rolls [1]
Total: Number (thousands)	1, 235	354	34
Percent	100	100	100
Men	25	30	59
Women	75	70	41
White	53	52	70
Black	44	45	26
Other	3	3	4
Spanish speaking	11	10	11
Age:			
21 years and under	14	18	16
22 to 44 years	70	74	76
45 years and over	16	8	8
Years of school completed:			
Under 8 years	14	9	8
8 to 11 years	50	49	42
12 years and over	36	42	50
Veterans	7	8	18

[1] Removal from AFDC rolls coincides with termination from the WIN Program.

noted that AFDC regulations require the removal of men from AFDC rolls whenever they work more than 100 hours in a month, regardless of level of earnings, while removal of women depends only on earnings. To this extent, men are more readily removed from the rolls than are women.) Evidently, whites were easier to place and keep in well-paying jobs than were blacks and high school graduates than those with less schooling. Veterans were also more heavily represented among the successes than among the participants.

PROGRAM STRATEGIES

The Emphasis on Job Placement

Once certified to WIN, a participant is placed in an appropriate job as quickly as possible. To accomplish this primary goal, WIN provides exposure to the labor market and, as needed, manpower and/or social services to many participants. Followup services are available during the first 90 days on a job. At the end of that period, the individual is deemed a "job entry completion," although actual termination from the program hinges on whether he or she is removed from AFDC rolls.

A tax credit was made available to private employers by the Revenue Act of 1971 to facilitate placement of WIN participants. It allows employers to claim a Federal income tax credit amounting to 20 percent of the first year's wages paid to every person they hire through WIN and retain for a second 12 months. Employers took advantage of the credit for only 25,000 hires in fiscal 1973, far fewer than had been anticipated.[3] However, there was an upsurge in such hires during the last quarter, when half the total was posted. And in fiscal 1974, tax credits can be claimed not only for WIN participants but also for registrants who find their own jobs. An unanswered query is whether the tax credit is largely benefiting employers rather than opening up jobs with opportunities for training and advancement for welfare recipients. Limited information suggests that a majority of the 25,000 participants hired were placed in service and clerical jobs with wages of $1.60 to $2 an hour, the sort of jobs normally available to unskilled people.[4]

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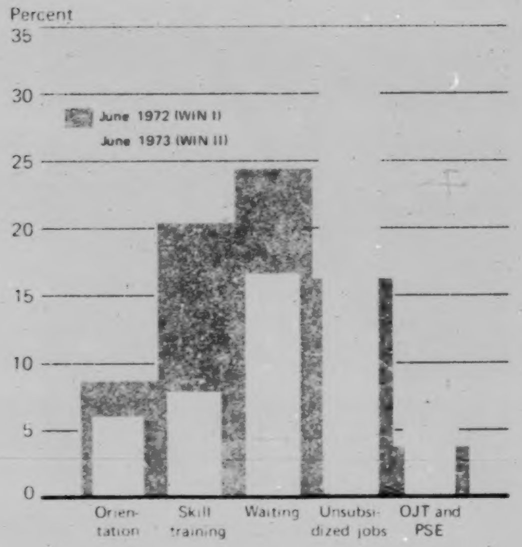
[3] The National Alliance of Businessmen has undertaken to help convince employers of the economic as well as the social benefit of hiring welfare recipients.

As stated earlier, WIN II places first emphasis on job placement. A comparison of the percentages of participants in major program components in June 1972 and June 1973 plainly shows the shift in emphasis from job preparation to job placement, as illustrated in chart 19.

CHART 19

THE PROPORTION OF WIN PARTICIPANTS IN UNSUBSIDIZED JOBS NEARLY DOUBLED IN A YEAR



Note. Percentages do not add to 100 because only major program components are included. Not shown are classroom training (other than skill training), work experience, and training and employment programs not funded under WIN.

Source: U.S. Department of Labor.

Two Options

Nevertheless, training remains a feature of the restructured program. In fact, emphasis in the use of WIN manpower funds is placed on two options—on-the-job training (OJT) and public service employment (PSE). WIN guidelines and performance standards therefore call for increased use of OJT. Not only is it less expensive than PSE but the "hire first, train later" approach appears to offer relatively good possibilities for job retention. Training costs are subsidized for an average of 6 months, covering the period when job turnover is normally the highest.

Although the hoped-for level of OJT placements was not reached in fiscal 1973, more than 24,000 participants received such assignments, up from 3,400 in fiscal 1972. Moreover, the number of OJT placements increased steadily throughout the year. Since about 70 percent of WIN participants are women, the reluctance of employers to consider women for jobs traditionally held by men has handicapped attempts to increase the numbers of participants in OJT. Methods of overcoming this stereotyped thinking are currently being emphasized in WIN staff training.

The PSE option is designed to create additional jobs with relatively attractive wages and career potential for WIN participants who cannot be placed in unsubsidized jobs or in OJT. Salaries of participants are paid from WIN funds for the period of the contract, usually limited to a year. Problems with the PSE component—especially those encountered during the first half of the year—held job placements[5] to 3,800, well below the desired level. Public employers proved to be reluctant to make the required commitment to retain WIN participants after the subsidy period expired. Merit system requirements regarding education, testing, and experience also hindered employers, as did widespread budget-based hiring freezes. Moreover, the fact that welfare benefits are reduced dollar for dollar for PSE earnings made PSE assignments unattractive to some participants.

However, as the year progressed and the pressure of startup duties on staff resources diminished, the added emphasis on PSE began to bear fruit in the rising number of opportunities developed. In addition, the Department of Labor has raised the $7,500 maximum individual salary limit to $12,000 and the average salary limit of $5,200 within a given State to $7,500 (on an interim basis until the maximum is brought into conformity with other PSE programs). This is in order to open a broader range of jobs to WIN participants, especially in those States with relatively high public service salaries. Beyond that, the 1-year limit on salary subsidies has been relaxed for a fifth of PSE openings. For this 20 percent, employers may now be repaid for 100 percent of the first year's salaries, 75 percent of the second, and 50 percent of the third—provided the participants employed are moving up the job ladder.

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[4] The use and effectiveness of the tax credit is currently being studied. George Seltzer, "Employers Tax Credit and the Employment of WIN Recipients" (Minneapolis: University of Minnesota, Industrial Relations Center, in process).

[5] PSE placements may be made with nonprofit private employers and Indian tribes as well as with government agencies.

Cooperation Between Administering Agencies

Successful outcomes for WIN II depend heavily on smooth joint program administration by the Departments of Labor and Health, Education, and Welfare. The law requires welfare agencies to establish Separate Administrative Units (SAU's) for the WIN Program. Appraisal interviews are jointly conducted by these units and the staff of the manpower agency to ascertain what manpower and supportive services are needed. Later, when the participant's employability plan has been developed, the manpower agency asks the SAU to arrange for the needed support services identified in the interview. Throughout an individual's stay in the WIN Program, communication and cooperation between the two agencies are essential to assure the proper mesh of services.

State welfare agencies were setting up and staffing Separate Administrative Units throughout the first year of WIN II and, by fall, most States had completed the process. In many instances, welfare and manpower staffs have been brought together in the same offices. "Collocation" of offices, in which the staffs of the two agencies are so completely integrated that a single supervisor is in charge, was effected in the Washington and regional offices late in 1973 and is being encouraged in State and local offices because of the good results already obtained. In Washington, the WIN director reports to both Labor's Assistant Secretary for Manpower and the HEW Administrator of the Social and Rehabilitation Service and is assisted by a deputy director from each Department. Some WIN regional staffs are headed by personnel from the Department of Labor and others by HEW staff members.

Collocation problems still awaiting resolution include merged lines of supervision beyond the WIN office and meshing of requirements of the two Departments in such areas as budgeting, performance standards, and management tools.

In Washington, the two Departments jointly began preparation of the regulations governing the new program and development of the first interdepartmental management information system. As required by the 1971 amendments, a National Coordination Committee was established to make policy decisions and to oversee the preparation of Statewide Operational Plans. Regional Coordination Committees to guide operations involving both agencies have been established as well.

WIN is also jointly monitored by both Departments. An important instrument is the annual Statewide Operational Plan, developed in concert by the State manpower and welfare agencies. The plans anticipate the activities of each WIN project in quantified terms, providing a benchmark against which to measure accomplishment.

SUPPORTIVE SERVICES

In fiscal 1973, State welfare agencies provided a variety of supportive services to WIN participants, as follows:

Type of service	*Number provided*
Total	[1] 199, 700
Family planning	19, 800
Medical examinations	28, 800
Remedial medical services	17, 200
Homemaker and home management	29, 500
Housing improvement	8, 800
Transportation	17, 200
Vocational rehabilitation	7, 100
Other	71, 300

[1] The total is actually higher since a few jurisdictions did not report.

In addition, 77,000 child-care-years of service were furnished to 81,000 families. Staff members are finding, however, that obtaining day care for school-aged children poses special difficulties in many areas. Action to bolster and improve arrangements for care in private homes appears to be a more promising approach than relying on institutional arrangements.

Supportive services are, of course, an immensely important aspect of planning for and attaining the eventual self-support of each WIN participant, but the process of supplying them is complicated by Federal-State funding arrangements. Although the 1971 amendments increased the Federal contribution to 90 percent (from the previous 80 percent for manpower services and 75 percent for supportive social services), some States still experience difficulty in supplying enough resources to take full advantage of the available Federal contribution. While State contributions for manpower services may be "in kind," regulations require that those for social services must be in cash.

Low-income WIN participants are eligible for such other benefits as food stamps, health care, and housing subsidies in addition to AFDC. Not surprisingly, this acts as a disincentive to labor market entry for participants whose prospective earnings appear to barely equal or even fall short of these combined benefits. Moreover, the resources for social services are spread among many community agencies, both public and private. Altogether, the first year of the new program was a learning period for local staff, one in which expertise was gradually acquired. A training package was prepared to assist them in improving the quality and quantity of social services delivered to their clients.

Research Developments

A WIN research program, authorized by the same legislation that created the WIN manpower program to help participants "acquire a sense of dignity, self-worth, and confidence which will flow from being recognized as wage-earning members of society . . ." was launched in mid-1969. Its function is to assist policymakers as they decide among alternatives, by casting light not only on problem areas in the WIN Program itself but also on issues involved in major welfare reform.

This research strategy is carried out by drawing up a series of key questions and funding projects to provide answers. In the following discussion, summary WIN research findings are presented under the broad areas to which studies have been addressed.

WORK ORIENTATION OF WELFARE RECIPIENTS

A degree of public credence has been accorded the assumption that welfare recipients require special stimulus to seek employment. Presumably, this assumption reflects a belief that recipients regard public dependency as a preferred alternative to work. In recent years, however, research on the question of work motivation has begun to yield significant findings, indicating that poor people, including WIN trainees, have the same life aspirations, and hold them with the same strength, as more affluent persons. Both groups express high regard for the work ethic, a finding supported by the fact that throughout WIN's history the demand for places in the program has exceeded the supply of components, services, and jobs.

A strong desire to work is expressed by most poor people, even when they are asked to entertain the hypothesis that sufficient income would be available without working. A recent study indicates that work may be its own incentive in that it provides self-confidence, a feeling of independence, and the ability to buy what one wishes. Intangible benefits do not accrue, however, if the job is perceived as artificial or "make work." In fact, a widely publicized experiment on the effects of a negative income tax on work effort provided a practical demonstration of the strength of such work orientation among low-income families. In general, male breadwinners who received subsidies over a 3-year period did not work significantly less than those in a control group who did not receive payments. Only the white wives in the subsidized families reduced their hours of work appreciably; black wives did not. It is also noteworthy that 95 percent of the male family heads in both the experimental and the control groups were in the labor force throughout the entire experiment.[6]

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[6] Leonard Goodwin, *A Study of the Work Orientation of Welfare Recipients Participating in the WIN Program* (Washington: The Brookings Institution, August 1971); David L. Thompson and Guy H. Miles, *Self-Actuated Work Behavior Among Low-Income People* (Minneapolis: North Star Research and Development Institute, July 1972); J. David Roessner and Gloria S. Hamilton, *Employment Contexts and Disadvantaged Workers* (Washington: Bureau of Social Science Research, November 1971); and *Summary Report: New Jersey Graduated Work Incentive Experiment* (Washington: U.S. Department of Health, Education, and Welfare, Office of the Assistant Secretary for Planning and Evaluation, Office of Income Security Policy Research, December 1973).

Several other surveys produced virtually no evidence to suggest the existence of a dichotomy between the work attitudes and aspirations of the working and the nonworking poor. Moreover, numerous studies (and AFDC program statistics) indicate, first, that high rates of mobility occur between welfare and work status and, second, that simultaneous work and welfare status is common. On the other hand, 70 percent of the individuals interviewed in one study indicated that jobs requiring little skill or training were unacceptable to them.[7]

These findings, combined with the general dislike of welfare expressed by welfare recipients, suggest that people do not go on welfare because they are uninterested in work or because they are just as willing to accept welfare payments as they are income from work. It appears, rather, that the sheer need for the necessities of life is the major motivating reason for accepting welfare, that the employed are distinguished from the nonemployed poor not by a different work ethic but by a combination of inadequate job opportunities and demographic problems.

Certain differences, however, do appear between the poor and nonpoor. Perceptions of ability to succeed reflect far less confidence on the part of welfare recipients than of regularly employed persons, and the former are more accepting of welfare if they are unable to support their families.

In addition, a significant proportion of welfare mothers have been found to be "home" or "tradition" oriented rather than oriented toward work training or the job market—a pattern which suggests the presence of a variety of other social-psychological incentives and disincentives to work, which are currently under investigation. Economic incentives, however, cannot be ignored. There is evidence, for example, that extensive offsetting of welfare benefits by earnings may discourage recipients from leaving welfare to work; on the other hand, a large number of recipients remained unaware of or confused about such benefit formulas as the income disregard, not knowing whether or by how much employment would raise their incomes. And, of those who did know about the financial arrangements, 43 percent thought the combined incentive and expense payments were insufficient to meet the expenses of participation in WIN.[8]

The results of these studies are not necessarily contradictory, although there is currently little hard evidence to assess the impact of improved incentives on WIN Program participation. Even if financial incentives are a viable way of inducing increased work effort, it would seem that their effectiveness may be reduced by a lack of understanding and may be offset by such other monetary and nonmonetary factors as taxes, the cost of medical and child-care services, and the lack of appeal of the job offered.

WELFARE DEPENDENCY AND FAMILY STABILITY

A basic assumption in the public's view is that welfare dependency has damaging effects on both adult and child recipients, by undermining family unity, destroying the work ethic, alienating children from the labor market and the larger society, and encouraging long-term and intergenerational welfare enrollment.

Little research has focused on the real impact of dependency on family stability. Some limited efforts in this area report that, by and large, children in poor, female-headed families appear equally well off whether or not the mother works, although children of working welfare mothers were somewhat more likely to finish school and less likely to exhibit antisocial behavior. Delinquent behavior appears more likely to occur if the mother is on welfare than if she has left welfare to obtain work or has never been on welfare. The school dropout rate in female-headed families was found to be unrelated to the parent's employment status, but in families headed by a man, the children were less likely to drop out if the father was employed than if he was not.[9]

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[7] Samuel Z. Klausner, ed., *The Work Incentive Program: Making Adults Economically Independent* (Philadelphia: Center for Research on the Acts of Man, June 1972); Edward M. Opton, *Factors Associated with Employment Among Welfare Mothers* (Berkeley, Calif.: The Wright Institute, 1971); Charles D. Garvin, ed., "Incentives and Disincentives to Participation in the Work Incentive Program" (Ann Arbor: The University of Michigan, School of Social Work, August 1973, draft report); Harold Feldman, *A Study of the Effects on the Family Due to Employment of the Welfare Mother* (Ithaca, N.Y.: Cornell University, January 1972); David L. Thompson and Guy H. Miles, *A Study of Low-Income Families: Implications for the WIN Program* (Minneapolis: North Star Research and Development Institute, July 1972); and Conference on Manpower Services for the Welfare Poor, *Summary of Findings and Discussion* (Washington: The Brookings Institution, 1971).

[8] Klausner, op. cit.; Opton, op. cit.; Garvin, op. cit.; and Ronald E. Fine, "The Incentives and Disincentives of the WIN Program" (Minneapolis: Interstudy, in process).

The idea that a mother hurts her children by working is held more frequently by white women than by black women. However, a study indicates that working, in itself, is not necessarily detrimental to the child-oriented activities of the mother. In fact, working mothers seemed to help their school-aged children with their homework more frequently and participate more often with their children in activities outside the home than did mothers who were not working.[10] It seems that neither parental employment nor dependency can be clearly identified as harmful to the children of the poor.

Not only are the children of employed and nonemployed poor women similar in circumstances and behavior, but the mothers share virtually identical attitudes and aspirations. While most mothers are willing to work, they tend to leave the work force when satisfactory home arrangements for their family cannot be made. More than half the mothers interviewed preferred home-arranged day care to institutional day care, for reasons that include better control over the nature of the care, the flexibility of accommodating children of different ages with a single arrangement, the limited hours when institutional care is available, and work interruptions occasioned by a child's illness when institutional arrangements are relied on. An experimental project is testing whether flexible working hours will increase the labor force participation of ADFC mothers. Data are being gathered on the impact of such arrangements in increasing placements and reducing welfare costs.[11]

Another view of welfare mothers' attitudes is provided by a study in an urban area where 1 out of 5 mothers was classified as "modernized," that is, actively seeking economic independence and social mobility. Such persons find employment and make child-care arrangements either on their own or through WIN. The remainder are "traditionalist," perceiving their principal obligation to home and family and expecting, as women and mothers, to be financially supported. They feel entitled to welfare if such support is not forthcoming from a husband or family. The researchers suggest that, in fact, they are not unlike nonworking, middle-income women in American society. Although 80 percent of the mothers were categorized as traditionalists, approximately half of this group either were seen as moving toward the modernized viewpoint or were only temporarily out of the work force while caring for small children.[12]

A comprehensive effort is underway to investigate the relationship between family structure, as determined by the role of the husband and father, and economic dependency, with results to be available by mid-1975.[13] Meanwhile, a series of papers dealing with the relationship between family stability and welfare dependency has been prepared for the Joint Economic Committee of the Congress by several independent researchers.[14] They addressed a number of questions that are critical to the redesign of public welfare programs.

On the question of whether the availability of welfare payments disturbs family unity, somewhat contradictory conclusions attest to the difficulty of isolating causes and effects in complex social areas. One researcher found that high payments do contribute to marital separations and may encourage women heads of households to apply for welfare. While most one-parent AFDC families are so for reasons unrelated to welfare support, data obtained in 1960 showed that a 10-percent rise in benefits was accompanied by a 3- to 4-percent increase in the number of welfare households headed by women. (Data collected in 1970 revealed a similar but weaker relationship.) On the other hand, higher wages and lower unemployment for men were associated with declining numbers of female-headed households. However, another researcher found no evidence that AFDC contributes to the formation of female-headed households but pointed out that such a trend characterizes a number of different groups of Americans.

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[9] Klausner, op. cit.; Feldman, op. cit.; Thompson and Miles, *Study of Low Income Families*; and David L. Thompson and Guy H. Miles, *Factors Affecting the Stability of Low-Income Families* (Minneapolis: North Star Research and Development Institute, July 1972).

[10] Feldman, op. cit.

[11] Klauser, op. cit.; Feldman, op. cit.; Thompson and Miles, *Stability of Low-Income Families*; Conference on Manpower Services for the Welfare Poor; David S. Franklin, *A Longitudinal Study of WIN Dropouts: Program and Policy Implications* (Los Angeles: Regional Research Institute in Social Welfare, April 1972); William J. Reid, ed., *Decision Making in the WIN Program* (Chicago: University of Chicago, School of Social Service Administration, March 1972); and David S. Franklin, "A Test of the Impact of Flexible Work Schedules for WIN Participants" (Los Angeles: Regional Research Institute in Social Welfare, in process).

[12] Klausner, op. cit.

[13] Samuel Z. Klausner, "Paternal Authority and the Outcome of Work Training and Income Maintenance Programs" (Philadelphia: Center for Research on the Acts of Man, in process).

[14] *Studies in Public Welfare*, prepared for the Subcommittee on Fiscal Policy of the Joint Economic Committee (Washington: 93d Cong., 1st sess., October 1973), Paper No. 12 (Part I).

An examination of AFDC benefits vis-a-vis rising illegitimacy indicates that the latter may properly be considered a significant factor in determining the level of AFDC expenditures; on the other hand, the benefits themselves are not believed to be a cause of illegitimacy. In fact, the rapid expansion of AFDC rolls during 1965-70 was accompanied by declining rates of illegitimate births among black women 20 years of age and over and by nearly stable illegitimacy rates for white women. Teenage rates, however, continued to rise, as they had since 1945. Data available for white women, by States, in 1960 show no correlation between level of benefits and rates of illegitimacy.

National data for 1967-70 suggest that the dominant factors in the expansion of welfare rolls were changes in eligibility criteria, rather than the increase in new families headed by women. According to a report prepared for the Joint Economic Committee, eligibility criteria will play a determining role in any future expansion in caseloads, since the level of participation by currently eligible female household heads is already high.

Contesting the assumption of long-term welfare dependency are data released by the Department of Health, Education, and Welfare in 1971 showing that the median time on AFDC rolls was then about 20 months, although nearly 18 percent of all recipients had been on welfare for as long as 5 years. A longitudinal study of a sample of welfare families in California found that, over the 5-year period from 1965–70, the median length of stay on welfare was 14 months.[15] Although both sets of data show significant proportions of recipients continuously on the rolls for a period of several years, relatively short stays are more typical.

HEW findings concerning welfare "repeaters" revealed that about 2 percent of the annual caseload in 1971 was composed of families who had been on assistance more than once in the same calendar year, and approximately one-third of the recipients at the time of the study had received public assistance at an earlier period. The California study tallied 27 percent of the group as repeaters in the course of 5 years. The HEW data indicate that a family with only one public assistance episode remained on the rolls for an average of 7.7 months of the year, while families with two or more episodes remained for 4.8 months per episode.

Thus, despite the difficulty of devising valid measures of the persistence of dependency, enough research evidence has accumulated to constitute a serious challenge to the assumption of characteristic long-term and intergenerational reliance on welfare. The thrust of the data furnished by the Federal administering agency is supported by a study which indicates that, contrary to popular opinion, low-wage workers spend much time in employment. Additional studies show that the rate of mobility between welfare and work is high, and a sizable proportion of recipients occupy both statuses simultaneously. The overwhelming majority of men in one sample of low-income individuals worked at least 50 percent of the surveyed time period (94 percent of those on welfare and 90 percent of those not receiving benefits). Among women, nearly two-thirds of both recipients and nonrecipients worked at some job at least half of the time.[16]

WORK EXPERIENCE OF WIN PARTICIPANTS

The job history of WIN participants during and after their program experience has been the focus of a number of research efforts. Several of them have underscored the difficulty of achieving a permanent change in the labor force status of all, or even a substantial part, of this multiproblem group through an employment-oriented program.

For example, a significant finding from a study completed in May 1972 suggested that ability to place clients depended almost entirely on the level and structure of the demand for labor and on community attitudes towards WIN clients, rather than on variations in WIN training (which was then stressed) or other manpower services. The latter accounted for only a slight portion of the disparities in job placement success among local projects.[17]

Other studies have buttressed this conclusion. In a survey of rural communities, nearly all employers expressed the belief that jobs were available for welfare recipients, but only 2 percent of the same employers had job openings for WIN participants.[18] Another study showed that lack of appropriate job opportunities is not peculiar to rural areas but is a major cause of new and prolonged dependency in urban areas as well.[19] That survey, based in Detroit, found that welfare recipients are usually offered (and many are holding) unskilled labor or low-level clerical positions, typically characterized by high turnover and low wages. Thus, a job is no insurance against poverty and dependency. In fact, millions of full-time workers do not earn enough to rise above the poverty level, and some of them are supplementing their wages by applying for welfare.

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[15] Michael J. Boskin, "Welfare Dependency and Low Income Labor Markets" (Stanford, Calif.: Stanford University Center for Research in Economic Growth, in process).

[16] Klausner, *Making Adults Economically Independent*; Feldman, op. cit.; and Joe A. Miller and Louis A. Ferman, *Welfare Careers and Low-Wage Employment* (Ann Arbor, Mich.: The University of Michigan–Wayne State University, Institute of Labor and Industrial Relations, December 1972).

[17] Bradley R. Schiller, *The Impact of Urban WIN Programs* (Washington: Pacific Training and Technical Assistance Corporation, May 1972).

In other words, research findings point to a paucity of jobs available to welfare recipients at a sufficiently high wage level to result in the removal of most family heads from the rolls. In many big cities, researchers have pointed out, young mothers in slum areas would have to work more than 2 full weeks to match their monthly cash benefits. When food stamps, health care, and perhaps public housing benefits are added, and when child-care and other work-related expenses are considered, it is apparent that jobs at or near the minimum wage are ~~not a~~ viable alternative to welfare for many recipients.[20] Nevertheless, if a shift from full to partial dependency of sizable dimensions can be achieved through a publicly financed manpower program, substantial net savings in welfare costs may result.

A number of additional studies have focused on the work experience of sample groups of WIN participants. In a comprehensive study of the work experience of participants in WIN I, researchers followed a national sample from entry through a 12-month period after leaving the program.[21] They determined that participants were fairly evenly divided between those who were severely disadvantaged and those who were only moderately so; only 1 in 20, however, was job ready at entry. Although nearly two-thirds of the participants obtained at least one job (over half of them while still in the program), only 38 percent were employed a year after termination. Program participation did not mean removal from welfare rolls for a large majority. Almost 3 in 4 remained on AFDC throughout the year following termination, but, for the most part, their benefits were reduced because of their post-WIN earnings. Data on pre-WIN and post-WIN wages indicate an insignificant average increase of 15 cents an hour for men (to $2.43 per hour) but a more substantial gain of 43 cents an hour (to $1.98) for women.

A nationwide examination of the job placements of WIN graduates in 1970 showed them to be widely scattered among employers and mostly full time and permanent; median wage rates approximated $2.40 per hour. Graduates' job performance was deemed as good as or better than that of companion workers in the same jobs. They left jobs largely because they disliked them, while involuntary terminations tended to reflect employers' dissatisfaction with their attitudes or social behavior, rather than their lack of skill. (Most employers hired WIN participants through public employment service channels and were unaware of their WIN identity.)[22]

Another study followed up participants in three cities 9 months after they entered WIN and showed that only about 16 percent were then employed; many had already been working at the time of entrance into WIN. The 9 percent who obtained their jobs through WIN training found themselves in reasonably good clerical, technical, and even professional jobs. Thus, while few trainees had completed their employability plan, those who did obtained relatively good jobs.[23] Still another followup furnished an interesting counterperspective: a number of WIN dropouts obtained jobs as good as or better than those of WIN graduates—perhaps because they were more skilled to begin with.[24]

Thus the findings show mixed results with respect to participants' gaining a secure place in the world of work. There is evidence of good progress on the part of some and of little progress on the part of a great many more—which raises questions about the overall effectiveness of WIN in the past while presenting a challenge to those attempting to improve the current program.

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[18] William F. Henry and Guy H. Miles, *Developing a Model WIN Project for Rural Areas* (Minneapolis: North Star Research and Development Institute, January 1972).

[19] Miller and Ferman, op. cit.

[20] Sar A. Levitan, Martin Rein, and David Marwick, *Work and Welfare Go Together* (Baltimore: The Johns Hopkins University Press, 1972), Policy Studies in Employment and Welfare, No. 13.

[21] *An Impact Evaluation of the Work Incentive Program* (Philadelphia: Auerbach Associates, Sept. 15, 1972).

[22] Roessner and Hamilton, op. cit.

[23] Garvin, op. cit.

[24] Franklin, *Longitudinal Study of WIN Dropouts.*

EFFECTIVENESS OF MANPOWER SERVICES

Substantial evidence has been collected which supports the common observation that the poor are kept from the labor force by multidimensional problems, including lack of child care, vocational skills, and education, as well as poor health and inadequate access to transportation. Few hard data are available, however, on the critical issue of the extent to which solutions to these problems will increase labor market participation. While lack of vocational skills and education is logically assumed to impede the work effort of the poor, several studies have reported that improvement in these areas has only limited immediate impact on employment. In one survey, increments in earnings brought about by added schooling were found to vary primarily with the industry in which a worker was employed. Education had the smallest payoff in such industries as mining, manufacturing, construction, transportation, and utilities, which are unionized and subject to considerable public regulation or concentrated in a few large firms.[25] (See also the chapter on Changing Patterns of Occupational Opportunity in this report.)

The effects of additional schooling on wages also differ among demographic groups. In a study of a low-income population, increments in education were found to be consistently important in raising wages only for black women. For white men, the most telling effect was associated with possession of the college degree, while postgraduate training was most consequential for black men and white women. Average wages (adjusted for level of education) were, however, vastly higher for white men than for any other group; black men's earnings were 33 percent lower and white women's, 36 percent lower, while black women averaged only half as much. In the primarily low-skill, low-wage labor market of the welfare recipient, demographic characteristics apparently outweigh vocational skill and education in affecting earnings. Another significant study concludes that prevailing labor market conditions are likely to negate the impact of efforts to improve employability through supportive and manpower services.[26]

The effectiveness of WIN manpower services in reducing the incidence of poverty or increasing client labor force participation is difficult to measure, and few hard data are available. Some research studies, however—relating to WIN I rather than the WIN II Program—provide limited insights into this critical issue.

In a three-cities study of women in WIN,[27] 90 percent of the 260 women interviewed had positive feelings about referral to WIN, a reflection of the hope that they would be able to obtain jobs through the program. Over 80 percent expressed a preference for work over remaining at home, but it was clear that just any job would not do. Although they were attracted by the possibility of increased incomes and personally rewarding activities, almost all expressed a dislike for unskilled, low-paying work. A reinterview 8 to 10 months later found that 29 percent had not enrolled in WIN, 47 percent were still in the program, 19 percent had enrolled but dropped out without completing their employability plan (some of these may have found jobs on their own), and 5 percent had completed the program. Altogether, 23 percent were working, of whom 7 percent had been placed through the program and 16 percent either had already been employed at the time of the first interview or had obtained jobs on their own in the interim. The small number of women who found jobs as a result of the program had better clerical and technical jobs than the women who found work on their own.

Data have not been systematically collected to show whether mothers are kept out of WIN by the unavailability of adequate day care, although surveys have revealed a general shortage of licensed day care. Research has shown that, once in WIN, child-care arrangements were not a major problem for participants; only 15 percent of the women using child care were experiencing problems with it. And only one-fourth of the mothers sampled were receiving financial assistance with the fees for child care.[28] A miniscule 10 out of 1,200 persons were using licensed day-care homes, while the most frequent arrangement (70 percent) was leaving children with relatives who received no pay. Problems—centering on younger children—occurred most frequently when care was provided by nonrelatives through arrangements that were neither licensed nor institutional. Self-care by older children was not presenting many difficulties.

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[25] Miller and Ferman, op. cit.; Schiller, op. cit.; and Barry Bluestone, William Murphy, and Mary Stevenson, *Low Wages and the Working Poor* (Ann Arbor, Mich.: The University of Michigan-Wayne State University, Institute of Labor and Industrial Relations, October 1971).

[26] Schiller, op. cit.

[27] Reid, op. cit.

[28] Garvin, op. cit.

Women who regarded WIN participation as a requirement were more likely to stay in the program than were those who were self-referred. (In WIN I, participation by women was essentially voluntary.) They were, however, less likely than the self-referred to have a job after their participation, raising a question about the efficacy of mandatory registration.

A study of WIN dropouts in the Los Angeles area found that the participants most likely to leave the program were white men with relatively good education and health.[29] They generally believed that they could do better on their own than by following the employability plans developed for them by WIN. One-third had obtained jobs on their own at the time of the reinterview.

An attempt is underway to determine whether WIN participants can make vocational decisions which are as valid as those made for them by WIN staff.[30] In this experimental project, vouchers are issued to WIN clients for the purchase of education and skill training of their own choosing at institutions which they select. Outcomes will be measured in a variety of ways, including numbers and types of placements, wage rates obtained, program costs, and effects on welfare payments.

A comprehensive evaluation of WIN II, sponsored jointly by the two administering Departments, is also in progress: it will seek to determine: (1) Whether and to what extent the program is meeting its objectives; (2) the underlying factors affecting program performance; and (3) what program and policy changes may be needed to improve the effectiveness of WIN. Emphasis is on short-term findings to provide early feedback to administrative staffs for program adjustments and budgetary decisions. However, longer term findings on the impact of WIN II on employment and welfare costs will be obtained from followup data on participants a year after job placement. Broader research and evaluation studies on work-welfare relationships and on the results of experiments with alternative employment-oriented approaches are also being designed with the objective of guiding future policy decisions about the size and design of manpower programs for welfare recipients.

HEW RESEARCH ON WIN II

Although administration of the WIN Program is a joint undertaking of the Departments of Health, Education, and Welfare and Labor, research directly focused on the program has, in the past, been largely the province of the latter. However, the Department of Health, Education, and Welfare sponsored a 1969 study of impediments to employment among disadvantaged, largely urban, populations throughout the country.[31] Commenting that their findings should introduce a note of realism into expectations concerning outcomes of manpower programs for this group, the researchers reported that "many low-income heads of families, both men and women . . . are lacking the rudiments of education (and therefore) often lack the basic education to undertake vocational training." Further, "their work experience, if they had any, has been in marginal, low-paying, unskilled jobs . . . they have had many long periods of unemployment, and they have developed poor work habits."

Other impediments were seen as discriminatory hiring practices (since many are members of minority racial and ethnic groups), physical and mental disabilities, and chronic illnesses. For the numerous women, the limited nature of jobs available to them and a need for child day care while they work were additional problems. Nevertheless, the researchers thought that manpower programs should be undertaken in their behalf, especially for those who suffer less serious job handicaps. In view of the enormous cost of correcting the complex of problems on a large scale, they suggested priorities for the selection of program participants with the best prospects for attaining regular, self-supporting employment.

More recently, the Regional Research Institute at Boston College, which receives support from the Department of Health, Education, and Welfare, undertook a study, based on a limited number of surveys made in the fall of 1972, of the initial impact of WIN II on local welfare offices. It was targeted rather closely to such pragmatic matters as organizational structure, the priority accorded WIN by welfare staff, the effect on relations between welfare offices and employment offices, and the relationship between the size of office staffs and the speed with which the new guidelines were being implemented. One finding was especially significant because it impinges on the difficult question of conflicts among programs, a problem which may be eased by shifting the impetus for manpower programs to State and local governments. The researchers observed that, where local and State programs for welfare recipients existed, they tended to get priority attention and compete successfully with WIN for the more employable registrants.

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[29] Franklin, *Longitudinal Study of WIN Dropouts*.

[30] Laure Sharp and Ann Richardson, "Feasibility Study for the Introduction of Vouchers into the Work Incentive Program" (Washington: Bureau of Social Science Research, in process).

[31] *Impediments to Employment* (New York: Greenleigh Associates, Inc., November 1969).

Policy Issues and Future Directions

Although the WIN Program has been significantly reshaped and far larger numbers of participants have been placed in jobs than formerly, it remains a small program in relation to the size of the problem it addresses. The growth in welfare rolls was leveling off even as WIN II was starting up. However, the problems confronting the more than 3 million families still on AFDC rolls and the hundreds of thousands of individuals among them who might profit from WIN services will continue to challenge program administrators—and legislators—for the foreseeable future.

As the foregoing discussion suggests, some large questions remain unanswered. One current concern is the extent to which the WIN II Program is achieving savings in welfare benefits. Although statistical reporting has been designed to measure such savings, complete and reliable data have not yet been obtained.

Beyond this, there are uncertainties (common to all manpower programs) related to the nature and extent of anticipated employment dislocations attendant on the energy shortage. Furthermore, persistent interest in fundamental reform of the welfare system could result in new legislation which would drastically alter the nature of manpower efforts for welfare recipients.

For the near future, the reconciliation of the federally administered WIN Program with the decentralized decisionmaking authority inherent in the CETA legislation is an area of concern. WIN administrators recognize that the program must be organized and its services delivered so that locally planned efforts, although relatively autonomous, mesh satisfactorily with the Federal program. The feasibility of making local prime sponsors responsible for WIN operations is being considered for several sites in 1974.

These varied questions and problems are being addressed by a combination of reasoned application of the lessons learned from operating the program and a formal program of evaluation and research.

An Interagency Welfare Reform Task Force, chaired by the Department of Health, Education, and Welfare with representation from seven other departments and agencies, was established early in 1973. After the Task Force conducted an indepth review of the present welfare system and of alternatives for reform, the President, in his January 1974 State of the Union message, called for replacement of the present welfare system with a new program. Although the details of the proposed program are still under development, the general concept is to offer comprehensive cash assistance to the low-income population in lieu of present cash and in-kind programs, with strong work incentives as a central feature.

Despite several years of experience in providing manpower services to welfare recipients and despite the accumulation of growing stores of information about these citizens' employability and employment-related problems, a wholly satisfactory answer to the social and economic problem of welfare dependency has yet to be framed. It continues to be sought through ongoing research and evaluation projects and through the daily process of channeling individuals into jobs through WIN. However, in order to decrease Federal as well as State welfare payments, the resources deployed through WIN II's institutional framework must be efficiently and effectively applied by States and localities and supplemented by the vigorous support of the business community.

REPORT ON THE PUBLIC
EMPLOYMENT PROGRAM
BY THE
U.S. DEPARTMENT OF LABOR

Peter J. Brennan, *Secretary*

100/145

U.S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

February 25, 1974.

The Honorable the President of the Senate
The Honorable the Speaker of the House of Representatives

Sirs: I have the honor to present herewith a report pertaining to the Public Employment Program in 1973, as required by section 13 of the Emergency Employment Act of 1971.

Respectfully,

Peter J. Brennan

Secretary of Labor.

CONTENTS

	Page
THE PUBLIC EMPLOYMENT PROGRAM IN 1973	151
Funding allocations in fiscal 1973	152
State and local administration	152
Rapid implementation	152
Small administrative cost	153
PEP participants	153
Program results	154
For States and localities	154
For participants	155
PEP Indian program	156
Intergovernmental relationships in PEP	156
PEP and the CETA	157

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THE PUBLIC EMPLOYMENT PROGRAM IN 1973

This chapter is submitted as the annual report to the Congress for 1973 of activities in the Public Employment Program, as required by section 13 of the Emergency Employment Act of 1971. Additional details may be obtained from the Office of Community Manpower Programs, Manpower Administration, U.S. Department of Labor, Washington, D.C. 20213.

The $2.25 billion Public Employment Program (PEP), authorized by the Emergency Employment Act (EEA) of 1971, had as its immediate purpose transitional public service jobs for unemployed and underemployed individuals. At that time the national unemployment rate was 6 percent and the severity of joblessness was considerably greater in many localities. Insofar as PEP served groups named in the legislation as meriting special consideration—unemployed Vietnam-era veterans, welfare recipients, youth entering the labor force, older workers, workers with little or no command of English, migrant and seasonal farmworkers, and other disadvantaged persons—it was also addressed to problems of structural unemployment.[1]

The legislation authorized a program with 2-year funding of $1 billion in the first year and $1.25 billion in the second. However, unexpended funds (resulting from a delay in the 1973 appropriation until near the end of the fiscal year) supported activities at a declining level in fiscal 1974, overlapping new authorization for similar activities under the Comprehensive Employment and Training Act (CETA), passed in late 1973.

Because PEP was the first large-scale, federally sponsored program of its kind, much interest has centered on how PEP was administered by State and local governments (including Indian tribal councils); how well they developed meaningful jobs in essential public services suited to their particular needs and circumstances, while honoring the broad goals and objectives of the authorizing legislation; and who among unemployed and underemployed persons were assisted.

In implementing PEP, program agents exercised considerable freedom in determining the agencies that were to receive money, the jobs to be created, the training and supportive services to be supplied, and the amounts of money subagents and employing agencies were to receive. By and large the cities, counties, and States handled Federal funds effectively and met Federal objectives with a minimum of Federal direction. Since PEP provided the first real experience with "special" revenue sharing and promoted effective communication among local governments and between local governments and Federal agencies, the experience helped to lay the groundwork for some features of the CETA, which are discussed later in the chapter.

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[1] Priority consideration for workers displaced by technological change or shifts in patterns of Federal expenditures was also specified.

Funding Allocations in Fiscal 1973

When fiscal 1973 funding uncertainties were resolved in March 1973, $803 million in EEA funds remained to be expended in the balance of fiscal 1973 and during the following year. Since the program was then entering its final phase, emphasis shifted from hiring new participants to phasing out existing programs in an orderly manner. Accordingly, it was considered appropriate to allocate the remaining funds on the basis of the data used in fiscal 1972 rather than introduce more recent unemployment data and create serious program dislocations. The $803 million available was distributed in the following manner:

—$500 million was allocated to 691 program agents—cities and counties with populations of 75,000 or over, States, and sponsors of Indian reservation programs. (Some eligible agents combined into consortia, reducing the total number of grants to 650.)

—$165 million was allocated to program agents who qualified because their entire area or sections within it had an unemployment rate of 6 percent or higher for 3 consecutive months. A total of 1,072 geographic units, including 222 Indian reservations, were thus funded.

—$80 million was distributed for summer youth programs to supplement funds which program agents had set aside from their regular funds to sponsor summer employment programs for youth.

—$33 million was allotted for continuing special high-impact and welfare demonstration projects in selected areas.

—$25 million was allotted for other purposes, including supplementing funds for Indian reservations, financing migratory farmworker projects, and phasing down programs in areas which had received discretionary funds in fiscal year 1972.

Toward the end of the year, a final redistribution was made of nearly $44 million in funds previously obligated but unspent.

State and Local Administration

RAPID IMPLEMENTATION

PEP funds were allocated to program agents in accordance with a two-part formula, reflecting the volume (proportion of all unemployed) and severity (unemployment rate) of unemployment in each jurisdiction. According to a series of studies of the program's implementation,[2] passage of the legislation found cities, counties, and States in widely varying stages of readiness to act. Even jurisdictions which had done advance planning were surprised at the speed with which the legislation was passed and the funds distributed by the Manpower Administration—with the admonition that hiring should begin by Labor Day of 1971. Nevertheless, implementation proceeded rapidly across the Nation under quickly devised National guidelines and regulations. Program evaluators have generally commented favorably on this demonstration that bureaucracies can mobilize efficiently; the first participants were at work just a few weeks after the legislation was signed in July 1971.

Program agents exercised considerable latitude in determining not only the jobs to be filled but the qualifications of employees and the nature of supportive services. Participants were hired by the local governments in one of two ways—either outside the normal competitive systems with "provisional" or special status or through the normal competitive system with status equivalent to that of other employees.

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[2] *Case Studies of the Emergency Employment Act in Operation*, prepared for the Subcommittee on Employment, Poverty, and Migratory Labor of the Committee on Labor and Public Welfare by the National Manpower Policy Task Force (Washington: 93d Cong., 1st sess., U.S. Senate, September 1973). Another evaluation which deals with the implementation of PEP is *Public Employment Program and the Cities* (Washington: National League of Cities and United States Conference of Mayors, June 19, 1973).

The machinery employed for administering PEP also varied widely. In large jurisdictions, which were already the site of manpower programs, administration was often assigned to a manpower office or agency. For example, the program was operated by the Mayor's Office of Budget and Program Analysis in one large city, by the Mayor's Manpower Office in another, by 24 specially created consortia of towns and/or counties in one State (where they acted as subagents for the State Office of Manpower Affairs), by existing councils of government representing the counties in other States, and by a newly established Emergency Employment Section in a State employment security agency. In smaller jurisdictions, the function was frequently assumed by regular personnel departments.

In one of the Nation's largest cities, responsibilities for implementation were assigned to three agencies: The Human Resources Administration, the Bureau of the Budget, and the Department of Personnel. Administrative complexities are further illustrated by the example of a single county acting as program agent for the county itself, 64 cities of less than 75,000 population, 77 individual school districts, 15 community colleges, and 800 special taxing districts.

SMALL ADMINISTRATIVE COST

PEP was operated at relatively small administrative expense; only 1.9 percent of direct Federal expenditures were devoted to administration, considerably less than the 3.2 percent allowed by Federal guidelines. In many cases, local administrative costs were held down by employing PEP participants to administer the program. Wages, at an average of $6,003 per man-year of employment, accounted for about 87 percent of Federal expenditures, and fringe benefits of $741 per man-year accounted for nearly 11 percent. The remainder—one-half of 1 percent—was spent for training and support services. (It should be noted that program agents contributed to administration and training and support services out of their matching share.) While the legislation had specified that at least 85 percent of all resources should be expended on direct payrolls and fringe benefits, holding Federal administrative expenses to less than 2 percent meant that about 15 percent more jobs were created than would otherwise have been possible.

PEP Participants

PEP employed over 404,000 persons from its August 1971 inception through the end of June 1973. Approximately 113,000 of these were youth in summer programs.[3] Of the nearly 300,000 regular PEP participants, about three-quarters entered during the first year and the remainder were hired during fiscal 1973.

All the groups specified in the act as deserving special consideration were represented, although not always in proportion to their numbers among the unemployed. The priorities established by the program agents varied widely, with some putting the emphasis on making the program a vehicle for upgrading the hard-to-employ while others stressed its countercyclical aspects. In some instances, these somewhat contradictory approaches existed side by side within a single State or county.

Some highlights of the fiscal 1973 participant group's characteristics are these:[4]

> —Vietnam-era veterans made up 37 percent of all participants and veterans of earlier eras another 10 percent.[5] Veterans accounted for only 17 percent of total U.S. unemployment during fiscal 1973 and Vietnam-era veterans for 7 percent. The "special veterans," who served in Indochina and Korea and whom the authorizing legislation identified as meriting

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[3] PEP funds supported an estimated 330,000 summer jobs for youth in 1973, mostly after the fiscal year ending in June.

[4] Youth in short-term summer jobs are excluded. This accounts for differences between the data reported here and in table 3 in the chapter on Manpower Programs: Moving Toward Decentralization.

[5] An initial goal was to put veterans into one-third of all PEP jobs. In fiscal 1973, the sights for veterans were raised.

particular preference, constituted 13 percent of all participants.

—Nearly three-quarters of the group were men. The 26 percent who were women were well below their proportion of all unemployed persons (47 percent in 1973).

—Forty-one percent were minority group members: Blacks, 23 percent; the Spanish speaking, 14 percent; Indians, 3 percent; and Orientals and others, 1 percent. This compares with 23 percent of all unemployed workers who are members of minorities.

—Disadvantaged persons (poor and having at least one employment handicap) constituted 18 percent of the total.[6]

—Fourteen percent of all participants were former welfare recipients. About half of these were minority group members and nearly three-fifths were high school graduates.

—Almost three-quarters of the total had at least a high school education, a somewhat higher level of educational attainment than that of the civilian labor force at large.[7] PEP jobs went to individuals at both extremes of the education spectrum, to those with 4 or more years of post-high school education (12 percent) and to those with less than 8 grades of schooling (3 percent).

—With an average age of 32 and with only 22 percent under 22 years of age and 11 percent 45 and over, PEP participants did not reflect the age patterns of all unemployed. Younger workers accounted for 38 percent of total unemployment in 1973 and older workers for 20 percent.

—Average duration of unemployment in the 12 months prior to entering PEP was 5 to 26 weeks for 40 percent of participants and 27 or more weeks for another 40 percent. Over half of all participants had been unemployed 15 or more weeks immediately before entering PEP, compared with only 22 percent of all unemployed workers who experienced this much unemployment in their "current spell" in 1973.

While PEP did not serve the same groups of the disadvantaged as programs authorized by the Manpower Development and Training and Economic Opportunity Acts (in terms of race, age, or education), it did serve the long-term unemployed and met the congressional directive to serve all significant segments of the unemployed.

Program Results

FOR STATES AND LOCALITIES

The financial resources provided by the Emergency Employment Act arrived at a time when local budget stringencies were forcing painful choices in many areas. The kinds of jobs supported were, therefore, dictated by the critical need for expanded public services in many States and localities, as well as by the goals affirmed in the act. However, because of its limited life and the second-year restrictions imposed by funding uncertainties, the PEP experience has not furnished conclusive evidence that the Federal funds would continue to create new jobs after an initial year or two or, in effect, begin to replace local funds for existing positions.

PEP jobs are generally acknowledged to have been "real," not "make work." Over the span of the program from August 1971 through June 1973, they were distributed among these public service activities:

	Percent
All activities	100
Public works, transportation	22
Education	20
Law enforcement	12
Health and hospital services	9
Parks and recreation	8
Social services	6
Environmental protection	4
Fire protection	2
General administration and other	17

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[6] Program data showed a higher proportion (35 percent) of the disadvantaged, but the finding of 18 percent by Westat, Inc., in a survey of a national sample of participants is believed to be more reliable.

[7] In March 1973, 68 percent of the civilian labor force 16 years of age and over had completed 4 years of high school and 32 percent had dropped out of school at a lower grade. See "Educational Attainment of Workers, March 1973," *Monthly Labor Review*, January 1974, pp. 58–62.

Over $300 million in PEP funds went to each of the first two activities, nearly $200 million to law enforcement, $130 million to health services, $124 million to parks and recreation, and $60 million to environmental protection.

Of the 291,000 regular participants, 15 percent were hired by State governments, 28 percent by county governments, 42 percent by cities, 14 percent by other units of government such as consortia and school districts, and 1 percent by Indian tribes.

Evaluators generally consider that program agents performed well in expanding employment and public services and that the fears that make-work jobs would be developed or that political scandal would taint the program were unfounded. By and large, agents proceeded to make good use of the available resources. While the majority of jobs were not innovative but fell in the normal range of public sector clerical, service, and technical jobs, they nevertheless served the goal of filling unmet public service needs. In determining job categories, program agents generally had a good idea of the areas of greatest need. They turned to less essential areas only in the absence of resources to supply needed equipment or of needed skills among the unemployed applicants. Interviews of participants, public officials, and employers by evaluation teams confirm that a large majority believe the jobs created met real needs and show that employers judged performance to be as good as or better than that in other public jobs.

FOR PARTICIPANTS

The average starting wage for all PEP participants in 1973 was $2.93 per hour; none were hired at less than $1.60 an hour, and 4 percent began PEP employment at $5 or more per hour. For many, especially women and minorities, PEP wages represented a gain over their last employment. The average wage was up from $2.79 per hour prior to PEP, and the proportion earning less than $2 declined from 24 percent in the last pre-PEP job to 11 percent in PEP.

Individuals entering PEP in fiscal 1973 obtained professional, technical, and managerial jobs structural work (19 percent), or clerical and sales (25 percent), service jobs (20 percent), jobs in jobs (19 percent). In the majority of these posts, salaries were near entry levels. Typical job titles included engineering aide, recreation aide, clerk-typist, traffic engineer, street and highway repairman, housing and fire inspector, classroom aide, police dispatcher, apprentice fireman, park laborer, and maintenance helper. As already noted, for the most part they did not represent new activities but rather additional jobs in already existing classifications.

An important PEP goal was to move participants into unsubsidized employment, and this has been a continuing concern of PEP administrators. The program was started at a time when, despite the long-term uptrend in public employment, many State and city governments were experiencing job freezes or layoffs, an obvious handicap to finding permanent assignments for PEP participants. Moreover, the national freeze on PEP hiring in mid-1972, impelled by uncertainties about an appropriation for fiscal 1973, disrupted many plans for transition to permanent jobs in the second year of PEP. Since openings could not be refilled for an indefinite period, there was reluctance to move participants out of them. Despite some initial resistance by employee organizations and restrictive local laws, modest progress was reported in many areas in reforming merit systems and overcoming other barriers to achieving the employment goal.

In the face of these obstacles, however, a high percentage of former participants have found jobs with public or private employers, whether through their experience in PEP or as a result of the strengthening of the economy in 1972 and 1973. Program data show that more than one-half of PEP participants who had left the program by June 1973 transferred directly to public or private employment, while others returned to school or entered the Armed Forces. This was confirmed by a followup survey of a national sample of participants who were interviewed initially in the summer of 1972 and twice thereafter, revealing that 1 month after they had left PEP, 71 percent were in jobs and were earning an average of $3.30 per hour. Six months after leaving PEP, 79 percent had jobs, while a year after PEP, 82 percent were employed; earnings averaged $3.25 an hour in both periods.[8]

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[8] "Longitudinal Evaluation of the Public Employment Program" (Rockville, Md.: Westat, Inc., in process). Completion of this study awaits a final followup series of interviews after all participants have left the program.

The data show a dramatic improvement in the employment and earnings status of participants from the preprogram to the postprogram period. In the first half of the year prior to entering PEP, when earnings were higher than in the 6 months immediately before entry, their average earnings (on an annual basis) amounted to only $3,490. In the 6 months after leaving PEP, the average rose to $5,260, a 51-percent increase. Most of the gain was realized through a sharp increase in the amount of time employed, up from an average 53 percent of normal full-time employment in the preprogram period to 76 percent after leaving the program. Blacks, youth under 22 years of age, and welfare recipients made above-average earnings gains of 63 percent, 90 percent, and over 100 percent respectively. On the other hand, a few individuals who lost high-paying jobs before coming into PEP (e.g., engineers, scientists, and technicians) had lower earnings than formerly, both during and after their PEP participation.

PEP Indian Program

Roughly $21 million of EEA funds was allotted to Indian Intertribal Councils and tribal governments for 222 Indian reservations or suballocated to Indians by State, city, or county program agents. Over 6,200 reservation Indians had been employed in the program through June 1973, of whom slightly over half were still in the program at that time. Of those who had left PEP, more than half had obtained jobs, either with the employing agency or with other public or private employers.

Reports on the outcomes of PEP for Indians, who are among the most seriously disadvantaged of workers, indicate that the program has been useful but that the gravity of Indian unemployment is so great that PEP jobs can have only a limited impact.[9] However, a high proportion of PEP jobs for Indians were newly created (70 percent), so that they did make observable changes in the staffing patterns of reservation governments and provide much-needed public services.

Intergovernmental Relationships in PEP

PEP has involved all levels of government—Federal, State, and local county and city units—and has prompted the formulation of multijurisdictional arrangements in much the same fashion expected in a decentralized manpower system. It is impossible to characterize these relationships with any single formula.

Evaluators have noted that there were problems in some localities in coordination, monitoring, and technical assistance. They were perhaps inevitable in a program involving public agencies in unaccustomed relationships, especially since many of these agencies were unfamiliar with Federal Government procedures and requirements. Disharmonies were observed in certain localities, as various agencies vied for the administrative role or for larger shares of the job openings supported by PEP funds. Due to the speed of implementation, it was not always feasible to establish linkages between PEP and other manpower programs to provide supportive services or training for PEP participants, although there have been notable examples of very effective coordination among programs.[10]

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[9] *Impact of Grants to Indian Tribes under the Emergency Employment Act of 1971*, report to the Subcommittee on Employment, Poverty, and Migratory Labor of the Committee on Labor and Public Welfare by the Comptroller General of the United States (Washington: 93d Cong., 1st sess., U.S. Senate, Mar. 14, 1973) and *An Evaluation of the Public Employment Program for Reservation Indians* (Scottsdale, Ariz.: American Indian Consultants, Inc., November 1973).

[10] See *Case Studies of the Emergency Employment Act in Operation* and *Public Employment Program and the Cities.*

Overall, however, program agents accommodated very well to a new and complex program, albeit with some unevenness and with considerable variation in the ways in which the several goals posed for it by the Congress have been served. The alacrity with which the funds were distributed and the many innovations employed throughout the country in marshaling and filling jobs augur well for the adaptation of categorical manpower programs to manpower revenue sharing.

PEP and the CETA

Much of the language of the Emergency Employment Act was incorporated in the Comprehensive Employment and Training Act, although there are differences. EEA funding was triggered when national unemployment equaled or exceeded 4.5 percent for 3 consecutive months, and special additional funding was made available for areas with 6 percent or higher unemployment for 3 consecutive months. Title II of the CETA provides funding only for areas with unemployment rates of 6.5 percent or higher for 3 consecutive months. Prime sponsors in other areas may also operate public employment programs (under title I), as one option among other types of manpower programs and services.

There are other significant differences between PEP and the newly authorized program. Prime sponsors are allowed much wider discretion in the uses of CETA title II funds than were PEP program agents. As in PEP, CETA funds may be used for public service transitional jobs, and the programs are to be "designed with a view toward— (1) developing new careers, or (2) providing opportunities for career advancement, or (3) providing opportunities for continued training . . . ." However, they may also be used for any of the services authorized by title I. The CETA does not require that eligible applicants provide a 10-percent "match" with Federal funds as did the EEA. To safeguard promotional opportunities of regular employees, the CETA specifies that jobs created can be at other than entry levels only if program agents have complied with applicable personnel procedures and collective bargaining agreements. The EEA was silent on this score. In addition, the maximum salary that can be subsidized in a public employment program is reduced to $10,000 from the $12,000 authorized in the EEA.

Special consideration for the unemployed who are most seriously disadvantaged (in terms of their length of unemployment and poor prospects for finding other employment) distinguishes the new program from PEP. And in order to circumvent "paper" layoffs, the new law specifies that individuals must be unemployed for 30 days prior to being hired for CETA-funded public sector jobs, whereas the EEA required only a 7-day period of unemployment. (PEP guidelines subsequently extended this to 14 days.)[11]

Other features of the CETA title II are these:

—Eighty percent of the funds (a minimum of $250 million is reserved for title II in fiscal 1974, $350 million in fiscal 1975) are to be allocated on the basis of the proportion of all unemployment in each eligible area and the remainder at the discretion of the Secretary of Labor, who is to take into consideration the severity of unemployment in such areas. EEA funds were generally distributed on the basis of a formula which gave equal weight to the volume and severity of unemployment, with no special formula for areas of high unemployment.

—Ninety percent of the funds used for public service employment must be for wages and employment benefits, compared with 85 percent under EEA.

—Insofar as possible, programs are to be designed with a view toward transition to unsubsidized employment and continued training, paralleling the language of the EEA.

—Eligible applicants are prime sponsors

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[11] In PEP, program data indicate that less than a fourth of all participants over the 2 year period ending June 30, 1973, were unemployed for as little as 4 weeks before entering PEP. Over half experienced 15 or more weeks of unemployment immediately prior to entering PEP.

qualified under title I (primarily States and cities and counties with populations of 100,000 or more) and Indian tribes on Federal or State reservations. Program agent functions must be delegated by prime sponsors to units of local government having populations of 50,000 or more which are not eligible to be prime sponsors. The EEA provided that all units of Federal, State, or general local government, regardless of population level, and Indian tribes on Federal or State reservations were eligible to receive funding. However, the Department of Labor developed a procedure for using units with populations of 75,000 or more as program agents and smaller units as subagents.

REPORT ON EDUCATION AND TRAINING UNDER MDTA BY THE U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Caspar W. Weinberger, *Secretary*

DISCRIMINATION PROHIBITED

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance, or be so treated on the basis of sex under most education programs or activities receiving Federal assistance.

AUTHORIZATION

Prior to April 1 of each year, the Secretary of Health, Education, and Welfare shall make an annual report to Congress. Such report shall contain an evaluation of the programs under Section 231, the need for continuing such programs, and recommendations for improvement.

Section 233
Manpower Development and Training
Act of 1962, as amended

**This report was prepared in the
Division of Manpower Development and Training,
Bureau of Occupational and Adult Education,
Office of Education, for the
Secretary of Health, Education, and Welfare**

THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C. 20201

FEBRUARY 1, 1974.

Hon. GERALD R. FORD,
President of the Senate
Washington, D.C.

DEAR MR. PRESIDENT: Enclosed is the 12th annual report to the Congress on training activities authorized under part B of title II of the Manpower Development and Training Act of 1962, as amended, P.L. 87-415, as required by section 233 of the act.

This report reviews and comments upon the results of institutional training activities through December 31, 1973, and includes recommendations reflecting the new comprehensive training and employment legislation.

Sincerely,

Caspar W Weinberger

Secretary.

THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C. 20201

FEBRUARY 1, 1974.

Hon. CARL ALBERT,
Speaker of the House of Representatives,
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CONTENTS

Page

EDUCATION AND TRAINING: PROGRESS IN 1973 165

Program accountability approaches 167
  Existing mechanisms 167
  Competency-based training 169
  Technical assistance through AMIDS 170
  Research-related study 172
  Evaluation studies 173

Educational counseling 177

Inter- and intra-agency cooperation 178
  Environmental Protection Agency 178
  Other Transition Program activities 178
  Minority entrepreneurship 179
  Railroad passenger service training 179
  Union programs 179
  Opportunities Industrialization Centers (OIC's) 180
  Jobs for Progress, Inc. (SER) 181
  Correctional programs 181

Community educational resources 182
  Community colleges 182
  Individual referrals and proprietary schools 183
  Local education agencies 184
  Summary 184

Profile of MDTA institutional trainees 185
  Distribution of training by occupational area 185
  Characteristics of MDTA institutional trainees 185

EDUCATION AND TRAINING: PROGRESS IN 1973

The institutional education and training aspects of the Manpower Development and Training Act (MDTA) have been the responsibility of the Secretary of Health, Education, and Welfare, while on-the-job training under MDTA has been the responsibility of the Secretary of Labor. Institutional education and training consists of classroom and other training offered in public and private schools, community colleges, MDTA skills centers, and elsewhere. Under the Comprehensive Employment and Training Act of 1973, similar activities are authorized at the discretion of State and local prime sponsors. This new act became effective December 28, 1973, and supersedes the MDTA.

In fiscal year 1973, $381 million in Federal funds was obligated under the Manpower Development and Training Act to provide 183,000 education and training opportunities. Of this sum, nearly $304 million was allocated to provide 116,300 training opportunities for the MDTA institutional program, including both full-time and part-time training.

New first time enrollments during the year totaled 119,600 persons in the institutional program. More than 104,500 persons completed institutional training in 1973, and more than 74 percent of them were still employed when last surveyed. Two followup surveys are conducted: the first after completion of training, the second 6 months later.

Priority attention was given to strengthening areas of program weakness (identified by both evaluators and administrators) and to improving program accountability, counseling for MDTA clients, and inter- and intra-agency cooperation, as well as involving local and community resources in MDTA.

Some major accomplishments include:

—Competency-based curriculums, with built-in mechanisms for program accountability, were developed in a host of occupational areas. These curriculums are structured to provide specific competencies needed to perform adequately on the job.

—Competency-based training programs were developed for both MDTA administrators and counselors. The counselor program has received recognition from several of the Nation's major colleges and universities, as well as from a Canadian provincial government.

—Evaluation studies were launched in several areas. Chief among these were a study of the effect of the cultural and linguistic characteristics of enrollees on their ability to learn and on the instructors' ability to teach and a study of the overall effectiveness of MDTA for women enrollees.

—New educational tools were developed. Perhaps the most important was a psychological method designed to identify persons with barriers to maintaining employment. The use of this instrument will permit more effective curriculum design and improve the ability of trainees to maintain employment.

—MDTA programs have also contributed to the alleviation of many problems facing the Nation. Interagency agreements helped to train individuals in environmental and railroad occupations, to develop entrepreneurships for minority members, and to launch career education projects and programs for inmates of prisons.

The innovative techniques employed by MDTA on a nationwide scale have not only helped provide better educational services to MDTA clients but have also helped generate needed change in the traditional vocational education system. The individual referral program through which MDTA trainees are referred to other ongoing programs has been of benefit to rural areas and to special types of trainees—especially veterans. In many areas, MDTA skills centers have been the only institutions both able and willing to provide skill training to disadvantaged individuals. Skills centers are those training facilities which provide a variety of occupational as well as remedial and supportive services at a single location.

The need for the MDTA-type institutional program continues. The implementation of such programs in the future, however, will be through States and localities which are designated as sponsors of comprehensive manpower assistance programs. As program responsibility moves to the local level, sponsors should give consideration to the following:

—*Long-term training:* Most of the private contractors who have conducted evaluative studies of the MDTA institutional program have recommended longer term training in occupations requiring technical skills. If many individuals find themselves unemployed because of the current energy crisis, it might then be well to experiment with training these people in new occupations which require longer training than provided so far through MDTA.

—*Training techniques:* A wealth of innovative and workable techniques have been developed through MDTA for training individuals in an institutional setting. These techniques are being combined for dissemination to all vocational education and manpower institutions throughout the country. The dissemination of such information could avoid much duplicative effort by vocational education and manpower administrators, instructors, and counselors.

Pilot programs: There should be continued, and perhaps increased, use of institutional programs for training workers in such areas of national concern as environmental control. Pilot programs in these areas, established through contracts between the Office of Education and employers, unions, and government agencies, have already proven effective.

Over the past 12 years, the MDTA institutional program has generated major innovations in the American vocational and technical education systems. It has been, in effect, a postsecondary training program designed to remedy some of the failures of existing primary, secondary, and postsecondary systems. Given its resources and the magnitude of the problems it has been assigned to resolve, its performance has been impressive. MDTA served as a catalyst within education to develop a system to serve the disadvantaged population more effectively, as well as being able and eager to serve the total population. Despite major improvements in educational systems throughout the country, the latter system has not been realized in most areas. Thus, the need for MDTA-type institutional training remains.

This report by the Secretary of Health, Education, and Welfare describes the efforts of MDTA education and training personnel to meet the objectives of the act during 1973. The major purposes of the report are: (1) To summarize how well the educational objectives of the MDTA have been met during 1973 and to note opportunities for improvements and adaptations and (2) to disseminate to interested persons throughout the country significant teaching, diagnostic, counseling, and other educational techniques and tools which have been developed during the year.

This report gives attention to these priorities: Program accountability approaches, counseling, inter- and intra-agency cooperation, and MDTA and educational community resources. All supportive data are in the Statistical Appendix.

Program Accountability Approaches

There has been more than a decade of development in manpower programs and expansion in vocational education. From the MDTA, three vocational education acts, the Economic Opportunity Act, amendments to the Social Security Act, and the Emergency Employment Act have emerged a number of programs to bring disadvantaged persons into the labor market.

Inevitably, these initiatives were publicized as panaceas, certain to cure the problems to which they were addressed. Now, after more than 10 years of promises, there is the inevitable question: What have these initiatives actually accomplished which could be used by prime sponsors under the new Comprehensive Employment and Training Act of 1973?

The identification of approaches to program accountability therefore became a major objective of the Office of Education with respect to the MDTA program during fiscal year 1973. The problem of program accountability extends beyond the collection of data on enrollments, completions, dropouts, placements, and followups, however important such data are for program evaluation. To understand more clearly how well educators have carried out their portion of manpower training, one must also view the statistical data in the light of economic conditions, trainees' personal problems, and other factors outside the institutional realm prior to final judgment on the actual quality of the program.

The value of educational and training programs is measured by how well administrators, instructors, and counselors carry out their goals; training-related educational achievements, e.g., GED's; skills acquisition; licenses gained; success in placement and work; and the costs—as well as by the relevance of the objectives themselves to the goals set and the ability of the training staff to meet them.

The search for workable approaches to program accountability included:

—The review of mechanisms now in use in MDTA programs throughout the Nation to identify superior approaches to program accountability.

—The development of competency-based models for both the training of MDTA administrators and trainee curriculums.

—The provision of technical assistance to MDTA instructors, counselors, and administrators, both through Area Manpower Institutes for the Development of Staff (AMIDS) and outside contractors.

—Evaluations of program effectiveness.

These approaches are reviewed in this chapter.

EXISTING MECHANISMS

Some MDTA skills centers have very sophisticated systems for tracking costs and for performing cost effectiveness analysis; others have experimented with the establishment of performance objectives for administrators, counselors, and instructors; and still others have introduced competency-based training curriculums which contain built-in performance objectives and methods for program accountability. By June 1974, the Office of Education plans to inform vocational education administrators throughout the country of alternative approaches to program accountability, based on systems now in existence which have been tested and proved effective in the field.

Two good examples of the kind of experimentation with educational program accountability approaches now being tried by MDTA administrators throughout the Nation are found in Oklahoma City and in White Plains, N.Y.

The Oklahoma City Skills Center has one of the most complete and accurate accounting systems now in use in the field. Practically any fiscal information needed can be retrieved within minutes—at any point during the training cycle. Thus, in its annual performance review, the Center can present the following kinds of information:

—The cost of training for each cluster of occupations.

—Total hours of enrollment, broken down by completers and noncompleters and by each occupational cluster.

—Average hours per completer, noncompleter, and dropout by occupational cluster.

—Cost per training hour for each occupational cluster and the percentage of training opportunities actually utilized.

—Average number of hours and weeks per enrollee.

—Average costs per enrollee, completer, noncompleter, dropout, and placement.

In addition, the Center's annual review contains a summary of employment security cost figures, including enrollee allowances, trainee travel, and the services of placement counselors. These figures are also broken down by average cost per enrollee, completer, noncompleter, dropout, and placement. Enrollee characteristics (including sex, race, marital status, and classification as head of a household, disadvantaged, handicapped, or a public assistance recipient) are also broken down by occupational cluster and, even more importantly, by completer, noncompleter, and dropout. Thus, it is possible for the Oklahoma City Skills Center to draw profiles of enrollees who are likely to complete or not complete programs.

The Oklahoma City system gives the Center administration the day-to-day management information it needs to maintain control over the program, to identify problems when they arise, and to evaluate the effectiveness of management actions to solve or overcome problems.

The White Plains Skills Center gets at perhaps the most difficult area of program accountability—accounting for the performance of administrators, instructors, and counselors. Assessments in these areas are almost always based on a certain amount of subjective judgment; however, if the overall objectives of a program are well articulated, it should be possible to establish performance objectives which relate to all phases of the program. This does not mean that merely because an administrator, instructor, or counselor meets all of the established performance objectives the quality of administration, instruction, and counseling is bound to be superior. Perhaps for this reason, many educators have shied away from establishing performance objectives for educational personnel. Nevertheless, if performance objectives are established, it is possible to compare outcomes information—completions, placements, advances in educational achievement, advances in skill acquisition, the number of enrollees who are licensed to practice crafts or meet other criteria set by employers, the number of enrollees who receive GED's, and so on—with the adequacy of the performance objectives set and the ability of educational personnel to meet them.

One of the best systems for assessing the performance of educational personnel is in operation at the White Plains Skills Center. Not only are comprehensive performance objectives set, but "milestones" (or dates when the "subobjectives" of each overall performance objective must be met) are also established, and personnel are evaluated on their ability to meet them. The fact that the White Plains Skills Center is generally recognized as one of the most successful of the 80 MDTA skills centers now in operation speaks well for its system of program accountability. Some of the objectives for administrators, instructors, and counselors are:

—*Administrators:* The principal goals and objectives of a program and the means for carrying them out are the responsibilities of the chief administrator and his staff. At the White Plains Center, the performance objectives for administrators focus on the program, the staff, and the students.

It is the responsibility of administrators to develop a total instructional system, incorporating the cluster approach, individualized instruction, and open entry/open exit. Administrators must also design a followup plan for feedback which will provide for continuous revision of the system through evaluation.

The administrators must provide preservice and inservice staff development activities, maintain communications between the administrative and contact (instructional and counseling) staff, provide regular planning time for instructors, and furnish the equipment, materials, and technical assistance necessary for the success of the program.

For students, administrators must provide a comprehensive orientation to the program, assess the students' needs, provide supportive services, design a student profile which includes methods for identifying when the student is job ready, coordinate planning for job development and placement, provide human awareness training, and maintain communications with students.

—*Instructors:* Instructors are charged with the responsibility of designing plans of instruction for each training course. In conjunction with this principal objective, instructors must also consult with employers in the development of curriculum content and maintain adequate records.

In addition, instructors are evaluated on their awareness of the target population, including its needs and problems, and on their willingness to become involved with students and to relate to people. They are also expected to develop community and industry contacts, work with advisory committees, simplify instruction, and initiate changes in curriculums or teaching techniques when necessary.

—*Counselors:* The White Plains Center has one of the most comprehensive sets of performance objectives for counselors currently in use in the field. Among them are to:

☐ Schedule counseling sessions for all enrollees.

☐ Assess achievements and academic abilities of trainees and provide this information to instructors.

☐ Refer clients to appropriate community agencies for supportive services.

☐ Provide guidance, either individually or in groups, on the following: Training and employment information, job adjustment, and personnel problems, such as those with instructors.

☐ Be available for emergency counseling sessions.

☐ Maintain background information files on trainees.

☐ Provide orientation to trainees.

☐ Follow up on all dropouts.

☐ Provide testing services as required.

COMPETENCY-BASED TRAINING

Competency-based training differs from traditional training in at least two significant ways:

1. Training is structured to give the specific competencies needed to perform adequately on the job. A traditional program, on the other hand, has a strong theoretical or academic element which involves the mastering of a general body of knowledge which may or may not relate to the specific tasks the trainee will face when employed.

2. The only requirement for successful completion of a program is demonstration that the trainee has mastered the skills necessary to perform adequately on the job in which the training has been given. This may occur after any number of hours of training. Traditional programs, on the other hand, usually require the successful completion of a specific number of hours in a set time span. The number of hours spent in a program is the same for all students.

A competency-based program is usually individualized and open entry/open exit and uses the occupational cluster approach. Thus, trainees are able to move forward and complete programs according to their own abilities to do so.

Competency-based training lends itself to program accountability because it demands the development of training objectives, lesson plans, and evaluation on an individual rather than a class basis. Such training is based on the following:

—The identification of areas of competencies for each occupation within an occupational cluster for which training is to be given.

—The identification of learning objectives in each area of competency.

—The identification of learning activities for each objective within each area of competency (lesson plans and work experience).

—The development of tests, or other mechanisms, for obtaining evidence of learning.

A person enters the program, is assessed, and either leaves if all competencies are demonstrated or is assigned to learning experiences which are designed to provide the necessary competencies. Students are assessed on any specific competency whenever they so desire. Whenever they have successfully demonstrated all competencies, they leave the program.

Since their inception, skills centers and multioccupational projects have been developing competency-based training or training which is partially competency based. Many of these MDTA centers have developed excellent curriculums for competency-based training in a number of occupational areas. In addition to the work accomplished by MDTA centers, the Office of Education has contracted for the development of competency-based curriculums for manpower administrators as well as in occupational areas.

—Competency-based curriculum for manpower administrators: The Office of Education contracted with the Human Resources Institute of the University of Utah to:

☐ Identify the competencies required by manpower planners, managers, and administrators.

☐ Design a competency-based curriculum providing for credentialing upon achievement of the required competencies regardless of the amount of time invested.

☐ Carry out an integrated, project-oriented learning experience in which the faculty members work together as a team, each responsible for his specialized subject matter but not separate and autonomous from others of the team. Rather than teaching formal and discrete courses, each faculty member makes his input to the project at the point that his particular subject matter has the greatest impact. Nonfaculty practitioners are used as appropriate without regard to credentials. Teaching format varies as appropriate to the subject matter.

—Competency-based curriculums in occupational areas: Competency-based curriculums are being developed for ten of the most common training programs in the Department of Defense's Transition Program for servicemen nearing discharge. These curriculums may also be useful at MDTA skills centers, Opportunities Industralization Centers (OIC's), and vocational schools. The project calls for the development of Time-Free Modular Competency-Based Curriculums, with supporting audiovisual teacher-training films, for the following areas of occupational training:

Accounting
Clerical skills
Secretarial skills
Industrial electricity
Electronics
Diesel machines
Cosmetology
Practical nursing
Solid waste operation
Liquid waste operation

In conjunction with the University of Alabama's Division of Vocational Education, competency-based training curriculums have been developed for:

Transmission work
Brake and front end work
Engine tuneup
Auto body repair
Radio and television repair
Welding

It should also be emphasized that competency-based curriculums lend themselves to the career education concept. Competency-based training, with its emphasis on "hands on" experience—that is, learning in real work situations—focuses on the multifaceted aspects of all occupations and fits the definition of "career education." The curriculums developed under MDTA should not only help to improve educational accountability throughout the manpower system but also be of use to vocational educators outside the system.

TECHNICAL ASSISTANCE THROUGH AMIDS

Technical assistance, although not always directed specifically toward program accountability, is nevertheless designed to improve program performance in all areas where improvement is needed; therefore it is inextricably interwoven with approaches to program accountability. The Office of Education's major system for providing technical assistance and training to MDTA administrators consists of the eight AMIDS (Area Manpower Institutes for the Development of Staff), but technical assistance and training are also provided by means of contracts with universities, consultant firms, and other qualified agencies and organizations. A typical project is the Technical Assistance Center, Phoenix, Ariz., which provides comprehensive manpower services for Indian people in 11 Western States. The program, which was established in cooperation with the State of Arizona, has been developed and administered by the Navajo Community College under an MDTA grant. The project is designed to train manpower administrators as well as provide technical assistance to manpower programs.

Approximately 80 trainers in eight AMIDS located throughout the country are available to provide technical assistance in manpower-related areas to staffs of requesting training agencies. Using workshop formats or person-to-person technical assistance, AMIDS consultants provide expertise and alternative approaches to program accountability, curriculum development, counseling, human and cultural awareness, and other areas related to the objectives of MDTA.

After 5 years of operation, the AMIDS system was evaluated. The contractor reported:

> In the ten-year history of MDTA, AMIDS remains the only program . . . to provide significant support to the multimillion dollar U.S. manpower effort. . . . In contrast to agency-sponsored or commercial staff development programs, AMIDS brings a neutrality and objectivity to the assistance it provides. With almost five years of experience in the still developing field of manpower training and adult education, AMIDS has carved out for itself unique expertise in several important areas, including individualized instruction, occupational clusters, and open-entry/open-exit program design.[1]

Among strengths of AMIDS, the contractor cited the following:

> —*Effectiveness with participants:* Eighty-one percent of the participants in AMIDS training sessions reported that AMIDS was responsive to their needs and that they had actually applied techniques and ideas received from AMIDS.
>
> —*Orientation services:* AMIDS has an excellent capacity for orienting new manpower instructors and counselors.
>
> —*Sensitivity to the needs of minority groups:* AMIDS has shown a significant degree of sensitivity to the cultural-linguistic variables of its service areas and to the ethnic distribution of its own staff.
>
> —*National projects:* AMIDS has successfully undertaken national projects in cooperation with other Federal agencies, thus proving to be an effective support for national priorities and a mechanism for rapid dissemination of educational and occupational teaching techniques.
>
> —*Influence on school system:* AMIDS has shared with public school administrators and instructors techniques proved effective in manpower training. Through examples presented at vocational education workshops and State education conferences, AMIDS approaches to individualizing instruction and open-entry/open-exit programing have created spinoff developments within some sectors of the public school system.

The one major weakness of the AMIDS system that the contractor found has to do with what the report termed the "all things to all people" syndrome. The report said:

> The extremely broad scope of AMIDS services creates numerous problems within the AMIDS system. In its attempts to serve a wide variety of agencies and a broad spectrum of staff development and program needs, AMIDS suffered a loss of focus with consequent problems in planning, budgeting, hiring staff and allocating staff time and accountability. In the face of its ambitious scope, AMIDS is not able to provide consistent answers to a host of related questions: Which agencies, MDTA or non-MDTA, have priority to receive which services? For which staff development needs and which topic areas should AMIDS maintain in-house expertise? What degree of expertise should AMIDS be expected to provide in these areas?

AMIDS has acknowledged the legitimacy of this criticism, and each of the eight institutes has attempted to resolve the problem. One of several approaches developed as a solution to this problem is the "Six Steps to Service" system of the Mid-Atlantic AMIDS. The six steps are:

- Comprehensive information retrieval system.
- Needs assessment.
- Planning the service.
- Conducting the service.
- The report.
- The followup.

This six-step process facilitates planning, budgeting, hiring of in-house staff and consultants, establishment of training priorities, and self-evaluation.

Some of the more notable achievements of AMIDS in 1973 were:

> —*Transition Program:* AMIDS, in cooperation with the Northwest Regional Educational Laboratory, conducted workshops for Transition Program counselors who provide guidance to servicemen about to be separated from the Armed Forces. The competency-based model for the training of manpower counselors, developed by the Northwest Laboratory, was the subject of the workshops which were conducted at Army installations in Europe, the Pacific, Asia, and the United States.
>
> —*Auto Emission Control Program:* This is a special MDTA program administered by the Office of Education in cooperation with the Environmental Protection Agency. The Office of Education funded contracts that provided

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[1] *Evaluation of the Area Manpower Institutes for the Development of Staff* (Salt Lake City: Olympus Research Corp., April 1973).

for the hiring of four automotive specialists stationed at the Mid-Atlantic, Southeast, Central and North Central AMIDS. These specialists taught manpower and vocational education instructors of auto mechanics how to install and service automobile emission control devices. These instructors, in turn, taught those skills to independent garage owners, mechanics, and MDTA trainees (a total of 74,590 as of December 1973). This program is a good example of how a new technology can be introduced into the Nation's manpower and vocational education systems through a mechanism such as AMIDS.

—*Curriculum Development Workshop:* Part B of the 1969 amendments to the Vocational Education Act requires that 15 percent of all Federal funds authorized under that part be set aside for programs and services for the disadvantaged and that 10 percent be set aside for training the handicapped. The result has been an increasing demand for instructors and educational specialists who can work with these target populations. In response to this demand, the Office of Education initiated a Curriculum Development Workshop Project for the Disadvantaged and Handicapped and assigned AMIDS the task of developing and conducting the workshops. The project had two objectives:

☐ Training vocational educators in developing or modifying curriculums to meet the needs of the disadvantaged and handicapped.

☐ Compiling a bibliography of available resources dealing with the disadvantaged and handicapped.

The latter task was assigned to the Northwest Regional Educational Laboratory, the former to AMIDS. A total of 36 workshops involving 1,224 vocational educators have been conducted by AMIDS. The bibliography of available resources has been completed and can be obtained by writing the Northwest Regional Educational Laboratory, 3117 SW. Alder Street, Portland, Oreg. 97204.

—*Housing and Urban Development Project:* In cooperation with Edward N. Hay and Associates, AMIDS conducted seven workshops in Training Needs for Moderate and Low-Income Families. The workshops were developed in response to the view expressed by a congressional committee that the U.S. Department of Housing and Urban Development (HUD) needed to "humanize" its management of housing programs. The workshops had two purposes:

☐ To provide housing management training consultants with basic tools to improve the delivery of services to the low-income families and individuals.

☐ To develop cooperative interagency relationships between HUD field personnel and manpower training personnel.

—*Upward Mobility Program:* Upward Mobility is an in-house Health, Education, and Welfare program for the upgrading of HEW employees in civil service grades 1–7. Upward Mobility programs, each involving a counseling unit, have been established in all 10 HEW regional offices. All Upward Mobility counselors have received training from AMIDS to help them work effectively with program enrollees.

RESEARCH-RELATED STUDY

One of the most significant research projects completed during 1973 was the evaluation of a psychometric instrument, the Vocational Opinion Index (VOI), designed to measure attitudes toward work or the Job Readiness Posture (JRP) of trainees in MDTA skills centers. The instrument, developed by Associates for Research in Behavior (ARB), is potentially one of the most valuable instruments ever made available to vocational educators. The problems of high dropout rates and poor placement and retention rates have always plagued administrators, instructors, and counselors. Often, the individuals served by the program have personal problems that have a negative effect on their ability to complete the program or make the transition from training to work. Numerous efforts have been made to measure and improve skill training and placement services, but educators and manpower administrators still lack effective measures of their clients' attitudes, perceptions, and motivations as they relate to the clients' ability to obtain a job and keep it.

The project was designed to establish norms that would help determine a trainee's JRP. The three basic objectives of the research completed in 1973 were to:

—Determine whether the VOI met the psychometric criteria for reliability and validity.

—Determine the ability of the VOI to diagnose an individual's JRP.

—Determine the differences between the JRP's of "workers" and "nonworkers."

To accomplish these objectives, project staff administered the VOI to more than 2,000 trainees from 13 MDTA skills centers across the country. The sample consisted of active trainees and individuals who had either completed or dropped out of a program during the previous year.

Some of the more significant conclusions and implications of the study to vocational educators and manpower administrators follow:

—JRP scores correlate significantly with the work status of enrollees. It can therefore be concluded that an appropriate JRP is one of the essential requirements for obtaining and keeping a job.

—VOI makes it possible to identify potential nonworkers at the beginning of their training, thus enabling the skills center to provide supplementary services and training to these individuals in order to help them develop proper motivation.

—The problems encountered by the enrollees depend on where they are in the transition process. Therefore, it is necessary to teach the enrollees to cope with certain problems while they are in training even though the problems will not occur until they have left the program.

—There is a strong positive relationship between time in the training program and getting and holding a job, with longer training time having a greater payoff.

—Completion of the training program significantly enhances the probability of getting a job.

—Pilot test data for vocational school students show they can respond to the VOI in a meaningful manner. This suggests that the VOI could be used in high schools.

EVALUATION STUDIES

Over the past 4 years, MDTA institutional training has undergone a series of intensive evaluations. Several major studies completed in 1971 and 1972 reached the following conclusions:

1. In most areas, skills centers are the only institutions both able and willing to give disadvantaged adults skill training, supported by remedial education, related education, counseling, and other services.

2. Skills centers have demonstrated that it is possible to provide individuals with entry-level skills in considerably less time than that required by most vocational institutions.

3. Institutional training enrollments have exceeded the training opportunities authorized. The program has been innovative, but improved methods of research utilization would widen its utility. Weaknesses included overestimation of costs; delays in planning, startup, and closeout; deferred enrollment; inflexibility in project approval controls; dropouts; and lack of management information.

4. Median gain in annual income following participation in an MDTA program for a representative sample of trainees was $1,876 for institutional enrollees and $1,614 for those trained on the job. Increases in annual income stemmed from higher wages, improved employment stability, and increased labor force participation. Gains for institutional program completers were nearly three times greater than for those who terminated prior to completion.

5. Individual referral is the only feasible means of delivering institutional training to applicants in most sparsely populated areas.

6. There is a trend in some States and some schools to adapt existing programs to meet total community needs. However, in most areas the class-size program remains the only way for disadvantaged enrollees to acquire institutional occupational training.

7. MDTA basic education appears to be most effective for persons who test between the 7th and 10th grade levels of achievement and who have received between 50 and 150 hours of basic education instruction. It seems relatively ineffective for trainees who test below the 6th or above the 11th

grade level or who have received more than 150 hours of basic education.

Two evaluations of the MDTA program completed in 1973 support and complement the findings of the earlier studies. They were: (1) An Assessment of Cultural and Linguistic Variables in Manpower and Vocational Skill Training Programs; and (2) Vought Systems Division, LTV Aerospace Corporation/MDTA Study. The latter was a 5-year study (1964–69) of the corporation's use of MDTA to train disadvantaged workers for jobs as machinists and assemblers. The study was not published until 1973 because of the time needed by the corporation to perform a followup study of its trainees. A third study, Institutional Training and Women, was begun in 1973 and is still going on.

—*Assessment of Cultural and Linguistic Variables (1972–73)*: The primary objectives of this study were: (1) To determine the extent to which cultural or language differences prevent members of minority groups from profiting from vocational education and manpower training and (2) to recommend remedies for any observed obstacles to successful training. Four cultural and/or ethnic groups were targets of the study—blacks, Mexican Americans (Chicanos), American Indians, and Appalachian whites. Some major findings of the study were:

1. No cultural attributes of the group studied were found to pose obstacles to the ability of trainees to profit from vocational education and manpower training. However, misunderstandings by administrators and instructors about the nature and implications of their trainees' cultural backgrounds occasionally imposed obstacles to both teaching and learning.

2. Generally, blacks, Appalachian whites, most Mexican Americans, and American Indians have no language difficulties sufficient to create serious obstacles to learning. However, some members of all these groups are inadequately skilled in English, and for them this deficiency is an obstacle, particularly for those Mexican Americans and American Indians who retain their primary language to a greater degree than others.

3. Although cultural differences do not significantly interfere with trainees' ability to learn, they do cause various misunderstandings of minority trainees by instructors and other staff—misunderstandings that could cause the teacher, and the learning environment he has created, to be ineffective. In other words, staff attitudes toward trainee characteristics are significantly greater obstacles to the learning process than the characteristics themselves.

4. Economic deprivation, the limitations on work experience and opportunities, and the poverty-dominated social atmosphere shared in different forms by minority members are much more likely to combine to create serious obstacles to successful training and well-developed vocational aspirations than specific cultural and language variables.

5. Preferences for certain lifestyles and geographic locations dissuade some minority group members, particularly those from rural backgrounds, from taking full advantage of the economic opportunities provided by the training.

—*Vought Systems Division, LTV Aerospace Corporation/MDTA Study (1972–73)*: In October 1964, 156 machinist trainees entered an MDTA program at LTV Aerospace Corporation, Dallas, Tex., that continued until August 1969. Of 3,646 prospective employees enrolled in either machinist or assembly training, 3,049, or 84 percent, completed the training and began new careers. Instruction lasted 4 weeks for assemblers and 12 weeks for machinists. During the last week of instruction, individual on-the-job training began.

Included in the 3,646 trainees were 750 residents of the lower Rio Grande Valley who were trained in their communities. Of these, 685, or 91 percent, completed the training and were relocated with their families in the Dallas area.

Throughout the training program, LTV collected data and maintained files pertaining to the trainees. With these data, and data collected in a survey of former trainees, LTV was able to analyze both the immediate and long-range impact of the program on the trainees.

Major findings from analysis of the study, completed in 1973, include:

1. A 45 percent increase was shown in comparing initial LTV wages to prior wages, with another average increase of 21 percent during the first year of employment at LTV.

2. Workers who left LTV employment experienced a substantial drop in wages. They required about 3 years to reach their previous wage level. In most cases, the training helped them find new employment, but they did experience sustained unemployment or underemployment.

3. There appeared to be a small amount of discrimination in wage progression between male and female workers. However, at the end of 5 years, the wages of both had increased 71 percent.

4. During the first year of regular employment, the average tax withheld was almost triple the average cost of training. Eight years after the start of the training, total taxes withheld exceeded $7 million (not including taxes withheld after the trainees left LTV), compared with the total training cost of $1,304,000.

5. Since leaving LTV, men have held significantly more full-time jobs than women. The 45 and older group held fewer full-time jobs than other age groups.

6. Six months after leaving LTV, 80 percent of the men had obtained employment, compared with only 24 percent of the women. After six months, better than 85 percent of the machinists had found jobs compared with about 70 percent of the assemblers.

7. For all trainees, the average hourly wage rate increased from $3.17 to $3.24 after leaving LTV; however, there was a sharp difference in this change among the three ethnic groups (Anglos, Mexican Americans, and "others"). The hourly wage rate of Anglos increased 28 cents, that of Mexican Americans *decreased* 30 cents, and that of the "other" group increased 5 cents. An even more dramatic and significant change was the average hourly wage *drop* of 54 cents for women, compared with the *increase* of 10 cents for men.

8. About 46 percent of the MDTA training group interviewed said that the training helped them find employment after leaving LTV, and 94 percent of the respondents said that they would recommend this type of training.

These findings indicate that the program was a success. The remarkable return on investment and value added, shown in the report, made this MDTA program a prime factor in the improvement of the trainees' quality of life. However, a note of caution is also warranted: This cooperative program with a large aerospace corporation was begun during a period of extremely low unemployment in the Dallas-Fort Worth area and of peak activity in the aerospace industry. It is highly doubtful that such a program could be launched in today's labor market—at least in the aerospace industry. Nevertheless, the study does show that, when the right economic conditions exist, cooperative training ventures with industry can and should be initiated and that, even when trainees are laid off (because of economic conditions or for other reasons), the long-range benefits of the training and employment are well worth the investment from the points of view of the trainees, the industry, and government.

—*Institutional Training and Women (1973–74)*: In March 1973, a study was begun to evaluate the effectiveness of MDTA and employment services in preparing women for entry and reentry jobs. Measures of effectiveness used in this study include pretraining and posttraining earnings, labor force participation, employment stability, and factors relating to attitude and motivation as analyzed from evaluation and research reports, national data, and other sources.

The study reviews and analyzes data relating to occupational courses in which women were enrolled at skills centers, in class-size projects, and through individual referrals. It analyzes the extent to which courses are sex stereotyped and efforts are being made to broaden training opportunities for women. The study identifies, analyzes, and describes the inhibiting factors—such as length and cost of training; labor market requirements; women's perception of their roles; and referral, recruitment, and counseling practices—which affect the broadening of training opportunities for women.

The study examines how the MDTA system works for the female client, including how women fare in the recruitment, selection, and referral process and differences in job placement for women and salary comparability with men doing the same job.

Although the study will not be completed until mid-1974, some preliminary findings, based on a review of the MDTA outcomes study with specific reference to outcomes for female enrollees, are now available. These findings, however, should not be considered conclusions. They are based on data which emerged from a study not directly concerned with female trainees, but with a nationwide sample of both male and female trainees. The following findings, therefore, should be considered as "working hypotheses" to be tested by the overall study:

1. Female trainee characteristics: A profile of the typical female enrollee in the MDTA training program sample population shows that she is likely to be between the ages of 19 and 34, black or other minority, and living without a husband in a household composed of one to five persons; to have a high school education; and never to have been on welfare.

When the typical female enrollee is compared with her male counterpart, she is likely to be better educated, more likely to be living without a spouse, more likely to have fewer dependents, and only slightly more likely to be on welfare.

2. Training program factors: Both male and female trainee attitudes toward the training program indicate a general satisfaction with program content and context. Good teachers and good training are cited as outstanding characteristics of the program. Certain teachers are also picked as a negative aspect of the program, but many participants disliked nothing about the training.

For those women who were employed during the pretraining period, the MDTA program seems to have stimulated occupational shifts by training them in a skill for a new occupation. The program has also caused a shift in the occupational distribution of the total female trainee population. Shifts in occupations for female enrollees have been beneficial in enabling them to secure better working conditions and enhancing their earning potential. Women are more likely than men to use their acquired training in posttraining employment. White women experience the highest average and incremental earnings for all training periods and occupational categories. There are significant earnings differentials by race: black women consistently earn less than their white counterparts and less than all men.

Men and women are trained in almost mutually exclusive occupations. The influx of women into male-dominated occupational categories has consisted primarily of white women. In many instances, the earnings of women in these categories have been greater than those of men.

When compared with male trainees, female trainees are less successful in maintaining continuous employment in the labor force. A number of factors should be considered, however, in looking at the employment patterns of women. First, jobs may not be available to some skilled individuals. In addition, women have been traditionally excluded from certain segments of the labor force. Also, the lesser financial rewards of women in some cases provide little incentive for any extraordinary effort in seeking and maintaining employment, especially when child-care provisions must be made. In other words, the problems underlying the apparent lesser degree of success of the training program for women should be examined in light of the more fundamental problems in our social and economic systems.

A review of all the evaluations of the MDTA institutional training program that have been carried out, or are being carried out, leads to the general conclusion that it has essentially accomplished its missions. Individualized employability plans and local labor market planning with Federal technical assistance, staff training, monitoring, and evaluation could increase the appropriateness of the training. Improved labor market information will be necessary to that planning. Although a more effective training program might not expand the number of jobs, it could equalize opportunity, a traditional and worthy goal.

Educational Counseling

No component of an MDTA training program is more difficult to analyze, classify, and prescribe for than the counseling function. Not only is there continuing debate throughout the world of education about who a counselor is and what he does, but counseling needs in the MDTA program are so distinctive that accepted definitions and rules of traditional counseling practice have not been wholly applicable in manpower training situations.

Yet no component of manpower training is more important. The evaluators who conducted the assessment of MDTA skills centers noted:

> After extensive examinations of counseling in 19 Centers and intensive ones in five Centers, the evaluators concluded that counseling is the heart of the Skills Center operation. If it had not been for the presence of counselors, absentee rates would be higher and hundreds of enrollees might have been terminated for cause. Literally thousands of enrollees have received minor and major medical services, dental care, child care and legal aid through the intervention of Skills Center counselors. It might be argued whether such intercession can be legitimately called counseling. It is a fact that the functions were necessary, and had they not been performed by counselors, there would have been no one else to intercede.[2]

Because of the importance of the counseling function to MDTA and the often heard complaint in the early days of MDTA that few, if any, counselors trained in traditional counselor education programs were prepared for the reality of MDTA work settings, the Office of Education provided a grant to the Northwest Regional Educational Laboratory and Oregon State University to develop a competency-based Manpower and Community College Counselor Training Program (MCCCTP). Out of this project came one of the most significant developments in the field of counseling in many years. The competency-based counselor training program that emerged has been used to train U.S. Army counselors in Europe, Asia, the Pacific, and the United States. Several 4-year colleges, junior colleges, and universities are considering using the program as a model for the development of new counselor training programs, and a provincial government of Canada has invited the developers of the program to explain the program to interested officials. Training for MDTA counselors based on the MCCCTP is now being conducted through the AMIDS network.

The general approach is to assess trainees' capabilities as they enter the program, prescribe needed learning activities (either in a classroom or a work situation), and allow each to proceed at his or her own rate of speed and leave the program when accepted levels of competency are demonstrated. This method of training guarantees that at least a minimum level of competency will be achieved by each counselor. The method has been tested in the laboratory and is now ready to be field tested in a university setting where counselor training normally occurs. Oregon State University, representing rural areas, and Portland State University, located in an urban setting, have agreed to participate in the installation of the MCCCTP approach to counselor preparation.

Simultaneously with the installation of the MCCCTP, one other important phase of the project will be carried out—widespread dissemination of information about the MCCCTP approach with provision of technical assistance for training of counselor educators and guidance supervisors who wish to install all or part of the program in their particular setting.

A total of 39 trainees, in 3 cycles of 13 each, have been enrolled in the MCCCTP. Overall, 33 of the 36 completers have become employed since leaving the program. The MCCCTP is the first program of its kind ever developed. As such, it has rough edges, but it is certain to be improved in the future. Already, it has evoked an unusual amount of attention in educational circles and has proved its worth in helping to meet the needs of administrators and counselors in MDTA settings.

Two documents with more detailed information are available from the Northwest Regional Educational Laboratory, 3117 SW. Alder Street, Portland, Oreg. 97204:

> —*A Competency Based Training Program for Manpower Counselors,* outlining the entire course tested in the laboratory.
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> —*Implementing Competency Based Counselor Preparation,* containing a comprehensive list of resource materials that can be used in conjunction with a competency-based counselor training program.

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[2] *Evaluation of Manpower Development and Training Skills Centers* (Salt Lake City: Olympus Research Corp., February 1971).

Inter- and Intra-Agency Cooperation

The sections that follow describe how MDTA resources have been applied as a catalyst to the efforts of other Federal departments and private agencies where education and training could be used to solve environmental and human problems.

ENVIRONMENTAL PROTECTION AGENCY

The abrupt realization that our Nation's air, water, land, and other natural resources were mismanaged and neglected brought about environmental legislation in the 1960's, resulting in stringent Federal and State environmental codes imposed in 1970. By Presidential order, the Federal Government was given a mandate to provide leadership in protecting and enhancing the quality of the Nation's environment to sustain and enrich human life. A critical element in the new legislation imposed requirements for the development of an increased force of trained and motivated manpower to meet the demands of pollution control and abatement efforts.

Since 1969, the Environmental Protection Agency (EPA), in cooperation with the United States Department of Health, Education, and Welfare's Office of Education and the United States Department of Labor's Manpower Administration, has taken part in four types of training programs—on-the-job training, Public Service Careers, institutional training, and the Transition Program—to train or upgrade workers in the water treatment field as well as other public works occupations.

—*On-the-job training (OJT)*: Over 3,300 trainees have completed OJT programs ranging from 20 to 48 weeks in length. Of these, 870 were new entry trainees, 933 were veterans, 493 were members of minority groups, and 270 were disadvantaged. The dropout rate was slightly over 8 percent. In 1973, a total of 75,600 trainees were enrolled in the OJT program, of whom 49,974 were trained for entry-level jobs.

—*Public Service Careers (PSC)*: Although the PSC Program was originally designed for 1,335 individuals, 1,710 actually completed it. Of these, 769 were trained for entry-level jobs. They averaged a 35-percent increase in pay for the first 12 months after being hired. A total of 941 employees were upgraded; they averaged 15- to 20-percent pay increases over the same period. The retention rate for individuals completing entry-level training was 94 percent for the first 6 months and 85 percent for the first 12 months. The retention rate of the 941 employees who were upgraded was 98 percent for the first six months and 96 percent for the first 12 months.

—*Institutional training*: Since 1970, nine regional institutional training programs were administered by EPA to provide training for 620 unemployed, disadvantaged persons in the water treatment fields. Trainees were recruited on a regional basis, with heavy emphasis on disadvantaged Vietnam veterans. More than 700 persons were enrolled in the 22-week program; 443 completed the training and 411 were placed in jobs. The placement rate for those completing the program was 93 percent.

—*Transition Program*: As part of the Transition Program, the U.S. Department of Defense trained military personnel during their last few months of service for careers in water treatment occupations. More than 1,200 servicemen were trained at 10 military installations at home and abroad. Of these, 787 completed the course and 688 were placed in jobs.

OTHER TRANSITION PROGRAM ACTIVITIES

In cooperation with industry and the U.S. Department of Defense, MDTA launched training projects for 20,765 servicemen about to be separated from the Armed Forces in the following occupational areas: Cementmaking, law enforcement, hotel management, cable splicing, and telecommunications.

MINORITY ENTREPRENEURSHIP

Executive Order No. 11625 directs the various Federal agencies and departments to cooperate with the U.S. Department of Commerce in its activities to improve the posture of existing, potential, and future minority entrepreneurs. President Nixon, in explaining the Government's priority in this area, said: "The opportunity for full participation in our free enterprise system by socially and economically disadvantaged persons is essential if we are to obtain social and economic justice for such persons and improve the functioning of our national economy."

In response to this challenge, the Office of Education has channeled MDTA funds into educational and training programs for minority entrepreneurs. Action in this area was first stimulated by the establishment of a Task Force on Education and Training for Minority Business Enterprise by the Commissioner of Education at the request of the Secretary of Commerce and the Secretary of Health, Education, and Welfare. Chaired by the Associate Commissioner for Adult, Vocational, and Technical Education, Office of Education, the Task Force included 40 public members from all sections of the country, representing most of the major ethnic groups and a wide range of professionals, including minority businessmen and businesswomen, college and university professors, and heads of educational consulting firms. In addition, about 20 Government representatives participated, including officials from the Departments of Health, Education, and Welfare, Commerce, Labor, Housing and Urban Development, Agriculture, and the Interior (Bureau of Indian Affairs), and from ACTION and the Office of Economic Opportunity. The education and training needs of minority entrepreneurs were discussed in open forum. The types of MDTA programs funded have been guided to a large extent by the deliberations of this body. The Task Force submitted a full report of its activities, findings, and conclusions to the Departments of Health, Education, and Welfare and Commerce in January 1974.

A total of 21 training programs for more than 1,500 minority group entrepreneurs and potential entrepreneurs were in progress during 1973. Of these, 14 were initiated during the year. In addition, technical assistance was provided to minority businessmen through two contractual arrangements. Two other programs related to the field of minority entrepreneurship were launched—one to train the workers of a minority entrepreneur and one to upgrade workers in construction trades, which could lead to entrepreneurship.

An example of the kinds of programs funded for minority entrepreneurs is the Entrepreneur Management Training Project. This project, sponsored by Lincoln University, San Francisco, is a tuition-free business education program designed to train and upgrade Asian Americans who wish to develop their entrepreneurial skills. The university has also established a Resource Center for Asian American entrepreneurs; the courses, taught on three levels of English fluency, involve the participation of local businessmen, especially those of Asian American descent. Of the first 130 trainees enrolled in the program (out of 215 applicants), 86 completed the course and 70 returned to take second-level courses. The remainder are still in training.

Through the efforts of such education and training programs as the project for Asian Americans, the Office of Education hopes to decrease the high incidence of failure of minority businesses.

RAILROAD PASSENGER SERVICE TRAINING

Because of the high retirement rate of persons employed by AMTRAK (the administrator of railway passenger service), many AMTRAK employees have required upgrading of their skills. As a result, MDTA funds have been used to establish an AMTRAK Manpower Development Center and to train more than 600 workers in railroad occupations. Most of the training thus far has been for upgrading of employees, but plans are underway to train entry-level workers as well. Training is being provided for all railroad skills, including those required to operate new automated railroad equipment.

UNION PROGRAMS

The need to eliminate barriers that keep minority group members from entering apprenticeship programs and becoming skilled craft workers led to the funding of MDTA upgrading and preapprenticeship programs conducted in cooperation with several major unions. During 1973, preapprenticeship and upgrading programs were in operation for close to 8,000 trainees.

Among the major union-MDTA programs are the following:

—*Laborers' International Union of North America:* This program trained 800 construction laborers in seven Southern States.

—*International Union of Operating Engineers:* The IUOE conducted a preapprenticeship program in the operation of heavy equipment for 875 trainees in Illinois, Texas, Colorado, and Alabama.

—*AFL-CIO Appalachian Council:* A total of 1,600 workers in Ohio, West Virginia, and Pennsylvania received preapprenticeship and upgrading training under the sponsorship of the Council. This program, which has been in existence since 1967, has placed close to 18,000 trainees in jobs.

—*Bricklayers, Masons and Plasterers International Union of America:* The bricklayers union is conducting a preapprenticeship and journeyman upgrading program for bricklayers, cementmasons, and plasterers in seven States.

—*United Brotherhood of Carpenters and Joiners of America:* The carpenters' program was conducted in 46 States for 3,335 trainees. The program called for both preapprenticeship training and journeyman upgrading. An additional 5,112 returned servicemen were trained through the Transition Program.

—*United Auto Workers:* The UAW conducted a program in communications skills for 790 trainees in 10 States. After completing this program, trainees entered an OJT program with the industry.

It is estimated that more than 28,000 trainees either gained entrance into apprenticeship programs or became journeymen through these programs.

OPPORTUNITIES INDUSTRIALIZATION CENTERS (OIC's)

The program that began in Philadelphia now operates in nearly 100 communities throughout the Nation. It serves not only black enrollees but disadvantaged individuals of various racial and ethnic groups. Over the past several years, OIC's have become an important national training resource within the MDTA system; in fact, the Seattle, Wash., OIC has been designated as an MDTA skills center, one of the two privately sponsored skills centers in the Nation.

Between September 16, 1972, and September 15, 1973, OIC's were funded to provide prevocational, vocational, and motivational training for 27,000 enrollees. Instead of two separate funding contracts being issued by the Department of Labor and the Department of Health, Education, and Welfare, as had been the case in the past, a single contract was issued by the Department of Labor; it provided for continued joint administration and supervision, but simplified accounting and other management details for the contractor.

The purpose of the contract was "to demonstrate that a community based organization can use the community spirit to motivate trainees, obtain community and business support, and improve the quality of life of disadvantaged persons." A total of 46,625 enrollees were served during the contract year. The OIC's goal of 19,840 "completers" was exceeded by 4,189. A total of 14,189 OIC trainees were placed in jobs during the contract year. The success of OIC is demonstrated by its ability to obtain continued funding from sponsors now responsible for comprehensive manpower assistance.

In addition to their regular training programs, several OIC's conducted special programs in significant educational areas. For example, the Central Alabama OIC instituted a program of management counseling and technical assistance to minority businesses, and the Washington, D.C., OIC conducted an upward mobility program for 15 Government employees.

Perhaps the most interesting of the OIC special programs funded under MDTA was a pilot career education program for secondary school students and their parents, conducted by the Philadelphia OIC. The program intends to present an alternative approach to public education—the career education process. The process emphasizes:

—The development of cognitive skills as they relate to student abilities and career goals.

—The development of student self-awareness, self-confidence, and self-direction toward the attainment of self-determined career aspirations.

—The involvement of the family and the community, including prospective employers, in the educational process.

—The utilization of a variety of methods, materials, and activities to assure student development.

The program was housed in an Urban Career Center, separate from both school and OIC. High-school-aged youth who were identified as potential dropouts or who left school were recruited for the program. However, recruitment emphasized voluntary program participation based on a full understanding of the program's goals and objectives.

Individual career development plans were developed for each student. These plans served as a catalyst to crystallize a student's activities and interests and reflected the most appropriate activities available to the student. These included career-oriented prevocational classes at the Center and skills training, work experience, and job and course work at a high school or other facility. Plans were designed to assure full participation by the students in decisions affecting them. Instead of locking them in to a predetermined job goal, the plans helped them to determine their interests and objectives and develop self-direction.

JOBS FOR PROGRESS, INC. (SER)

Service, Employment, and Redevelopment (SER), an organization primarily for the Spanish speaking, grew from a Southwest organization to a national program for the upgrading of the economic status of the Spanish speaking. SER started as an experimental and demonstration program that provided educational and other services directly to its enrollees. Although SER still provides counseling and referral services to the Spanish speaking, its new approach is to make use of existing community resources for the benefit of its clients, rather than exhausting its funds in duplicative efforts.

Between 1972 and 1973, SER's Jobs for Progress program received MDTA funds to provide educational services for 7,200 trainees in 16 States. The stated purpose of Jobs for Progress is "to provide manpower projects." During 1973, SER provided services to 11,163 persons. Of these, 5,305 were trained, 3,478 were placed directly in full-time jobs, and 2,380 received supportive services. Ninety percent of SER's enrollees were disadvantaged and 90 percent were Spanish speaking. Fifty-eight percent of its trainees were male and 57 percent were high school dropouts.

Close to 2,000 trainees received basic education; 1,661, skills training; and 454, English as a second language. The remainder received job preparation and on-the-job training.

Of every 100 persons trained by SER, 79 have been placed in jobs, most of which were related to their training. The SER graduate started at an average wage of $2.47 per hour. The work of SER is expected to continue under comprehensive manpower assistance through funding by prime sponsors.

CORRECTIONAL PROGRAMS

According to most studies of the problems faced by inmates released from prison, few are equipped with the necessary skills or have the necessary job counseling to enable them to compete in the job market. This situation, in addition to the fact that many employers are reluctant to hire a former inmate, has increased the probability he will commit another crime and return to prison. To test the hypothesis that crime is related to unsuccessful work experience and that improving employability through vocational training and related services can reduce the rate of recidivism, Congress in 1966 authorized pilot experimental and demonstration MDTA projects in prisons. Since that time, the program has expanded considerably.

In fiscal year 1973, a total of 67 projects, which offered training opportunities to 5,502 men and women, were funded in 29 States. The question arises: Do these programs help reduce the rate of recidivism and improve the employability of former prison inmates? A statewide analysis of MDTA correctional training in Kansas answers this question in the affirmative:

> A historical study was made to establish the average recidivism rate for the institution (Hutchinson Reformatory) for the five-year period, April 1966 to April 1971. The average recidivism for the period was 30 percent, excluding all MDTA trainees. In comparison, the average

> recidivism of MDTA trained parolees during the same period was 15 percent.[3]

The question arises as to whether the trainees are a select group of prisoners who would not have become parole violators, with or without training. A characteristics study was made to compare MDTA trainees and nontrainees as to sentence, age, highest grade completed, school, and IQ. No significant difference was found in any of the categories examined. The study also showed that the placement rates for MDTA completers who were released from prison ranged from 67 to 85 percent.

An analysis was made to determine the amount of taxes paid during the first year of employment after prison release by enrollees who completed three occupational courses and were placed in jobs. The result showed that in a single year the MDTA enrollees paid in taxes about 26 percent of the total cost of their incarceration. (A similar study of MDTA enrollees in Minnesota State prisons, summarized in a previous report by the Secretary of Health, Education, and Welfare, shows like results.) It would seem that, although the number of inmates enrolled in MDTA programs is small (slightly more than 5,000 as compared with 100,000 prisoners who complete their sentences each year), the results of the programs are positive.

Community Educational Resources

One of the goals of the Office of Education during 1973 was to promote greater involvement of educational agencies and institutions in the MDTA program. Greater cooperation between local and State educational institutions and the administrators of training programs cannot help but be beneficial both to trainees and the schools themselves. The resources available through local schools and community colleges far surpass those available through MDTA; on the other hand, the innovative instructional techniques that have been tested and proved effective through MDTA could be of help to traditional schools in providing better educational services to all segments of communities, especially the disadvantaged. Garth L. Mangum and John Walsh, in their review of the MDTA program state:

> It is difficult to isolate the impact of manpower experience upon vocational-technical education, but it is undoubtedly significant. The emergence of a National Manpower Training Association as a constituent group within the American Vocational Association enhances that influence, as well as giving manpower staffs vestiges of professionalization. . . . Skills Centers did not invent onsite counseling, cluster training, and open-entry/open-exit individualized instruction and basic education linked to skills training, but they enhanced the development of these concepts and broadened their exposure within vocational training. Individual referrals are also a useful development, supporting the possibilities of voucher systems for the retraining and upgrading of adults.[4]

The authors note, however, that the ultimate goal should be to eliminate the need for special programs for the disadvantaged. "If this is to be accomplished," the authors say, "the public school system (especially community colleges and postsecondary schools) must make it possible for *all* members of the community to gain entrance to, and benefit from, the educational services provided."

COMMUNITY COLLEGES

Ten of the 80 skills centers are sponsored by community colleges; however, most of these centers are operated off campus in special facilities. Skills center enrollees and regular students rarely have any contact with each other.

One notable exception is the Denver Skills Center. (The Portland Community College is another.)

The Denver Skills Center is an outstanding example of how a program for the disadvantaged can be integrated into a regular community college setting. It is an integral part of the Community College of Denver. Since the college itself has an open-entry/open-exit policy, few staff or students are able to identify skills center enrollees. Center enrollees attend the same courses, have the same status, and seek much the same goals and objectives as regular students. The existence of a sign, a reception area, and office for the skills center causes little curiosity among staff and students, since there is a similar arrangement for students who are attending on the GI bill.

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[3] *State Report on Evaluation of Manpower Development and Training in Kansas* (Topeka: State Department of Education, Vocational Education Division, MDTA Section, June 1973).

[4] Garth L. Mangum and John Walsh, *A Decade of Manpower Development and Training* (Salt Lake City: Olympus Publishing Co., 1973).

The college provides over 80 occupational offerings, more than 40 of which are open to skills center enrollees. Basic education for the enrollees is handled in much the same manner as it is for all students—on an individualized basis, by the Division of Communications and Arts.

The skills center program pays for the salaries of administrative staff and several counselors and for textbooks, supplies, and college tuitions on a fixed cost per student. This makes the program more like the GI bill or an educational warrant system than the traditional skills center arrangement.

The chief proponents of the Denver system maintain that, whereas the traditional skills center tends to segregate the disadvantaged, the Denver system integrates skills center enrollees with students in the mainstream of American life. However, the Denver Community College was built around the concepts of no admission requirements, the cluster approach to occupational training, and open entry/open exit based on a program of individualized instruction.

In February 1973, a study of participation by community and junior colleges in training programs under MDTA was completed by the American Association of Community and Junior Colleges (AACJC). The purposes of the study were to conduct a survey of community and junior college involvement with MDTA, assess program implementation problems, review the community and junior college potential for the implementation of MDTA-type programs, and recommend ways in which community and junior colleges can become involved in MDTA-type programs and manpower planning.

In the study, 1,111 2-year colleges were surveyed. Of these, 635, or slightly over 57 percent, responded. The study indicates that the advantages offered by community and junior college participation in MDTA programs include: The availability of comprehensive training and education programs under a single administrative structure, extensive support services, economies achieved through the reduction of duplication of training and education efforts, easy access for enrollees to opportunities for intellectual growth beyond the scope of MDTA activities, opportunities for lateral and vertical mobility for MDTA enrollees, and provision of training opportunities for disadvantaged persons in a dignified social environment.

However, a number of community colleges which have operated MDTA programs cite inadequate funding and difficulty in providing salaries for instructors between grant periods as major problems in administering MDTA programs. Of the colleges surveyed about the services necessary for successful operation of MDTA programs, a high percentage showed strength in most services, but few were prepared to offer job development, job coaching, and placement services. Finally, nearly 40 percent of the colleges surveyed reported that they were either unaware that they could apply for institutional participation in MDTA or were uncertain regarding the procedural prerequisites for such involvement.

The study further recommended that Federal agencies, particularly the Department of Health, Education, and Welfare, examine the applicability of their training rules and regulations to community colleges and that Federal agencies responsible for manpower development and training explore ways of providing continuity of funding for manpower training programs. If a significant number of 2-year colleges are to consider participation in the new Comprehensive Employment and Training Act (CETA) of 1973, an extensive effort must be made to orient community and junior colleges to (1) the aims and objectives of the new legislation, (2) the advantages (primarily to the client population but also to the colleges themselves) of participation in this legislation, and (3) ways and means that 2-year colleges can apply to participate in the CETA.

INDIVIDUAL REFERRALS AND PROPRIETARY SCHOOLS

The Individual Referral (IR) program, though a small portion of all MDTA institutional training, is a unique method of delivering skill training to MDTA applicants. Rather than establishing new courses or creating new institutions designed specifically to serve MDTA applicants, the IR program uses existing educational facilities, both private and public, as referral sources for individuals in need of skill training.

By means of the IR program, the resources of profitmaking and nonprofitmaking private schools were utilized in the MDTA program. In fiscal year 1973, 264 projects, involving 10,892 enrollees in 35 occupational areas, were funded in private schools throughout the country. Nonprofit, private schools conducted 76 of these projects, involving 3,952 enrollees in 15 occupational areas.

LOCAL EDUCATION AGENCIES

Local education agencies (local school districts, school boards, or schools) are the major sponsors of MDTA programs. For example, 47 of the 80 skills centers are sponsored by local education agencies, as are most multioccupational and class-size projects. MDTA projects have become a resource for local schools rather than, as in the past, local schools being the primary resource for implementation of MDTA programs. The most notable example of this is the career education project for junior high school students implemented by the White Plains, N.Y., Public Schools, which utilized the White Plains Skills Center as a career orientation laboratory for students enrolled in the project.

The program, called Project SCORE, was based on a study of the occupational needs of handicapped and disadvantaged youth in New York's Westchester County. Over 400 high school students were surveyed by members of the White Plains Public Schools guidance staff. The study concluded that all students need programs of career exploration prior to entering high school and documented many employment opportunities in the semiskilled and skilled job areas. One of the offshoots of the study was the likelihood that many of the 400 youth surveyed would go into further skill training at the White Plains Skills Center.

Project SCORE, however, was directed mainly at junior high school students (grades 8 to 10). It permitted 100 of these students to gain realistic exposure to a broad sampling of career opportunities, mainly at the White Plains Skills Center. This exposure was structured to permit increased understanding of career ladders and the skills required at the various steps along the way. Experience was provided in professional and managerial areas as well as in the traditional semiskilled and skilled blue-collar categories with the cooperation of the business and industrial community. The project was tied to plans for a comprehensive career education program, covering kindergarten through the 12th grade, which requires several years of development before the program is fully functional.

SUMMARY

The MDTA program has tapped the resources of private and public educational institutions during its years of operation. In so doing, it not only has improved training opportunities for its enrollees, but also served as a catalyst for change. The Denver Community College was built on skills center concepts; the White Plains Public Schools and the Philadelphia OIC used MDTA-funded programs to reinforce career education programs; and many local education agencies nationwide are incorporating into their school curriculum concepts they were *required* to implement in MDTA programs. Finally, concurrent with changes initiated in the 1960's through MDTA, came similar changes in the vocational educational institutions serving persons of post-high school age. As Mangum and Walsh observe, “Much of the credit for the improvements which have been made in vocational education (over the past decade) should go to MDTA.”[8]

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[8] Ibid.

Profile of MDTA Institutional Trainees

DISTRIBUTION OF TRAINING BY OCCUPATIONAL AREA

During the 12 years MDTA has been in operation, training has been given in over 600 occupational skills. Training in certain skills which have continued to be in demand in most areas through the years constitutes a core of training offerings. These include secretarial and clerical skills, licensed practical nursing, medical technology and medical assistant skills, food preparation, automotive occupations, welding, and construction work. Over the past 2 years, however, there has been an increased emphasis on occupations associated with environmental control, especially through the Transition Program and contracts with the Environmental Protection Agency. MDTA has also offered training in such areas as deep sea diving, animal training, cable and TV line repair, minority business entrepreneurship, and machine shop and railroad occupations.

CHARACTERISTICS OF MDTA INSTITUTIONAL TRAINEES

Several shifts occurred in the characteristics of trainees enrolled in the institutional program during fiscal year 1973, some of which reflect continuing general trends. The percentage of men participating in the program increased from about 63 percent in 1972 to over 67 percent in 1973. The highest increase in the proportion of men—5 percentage points—occurred between 1971 and 1972, an increase attributable to the higher rate of unemployment in the Nation that year. However, even though the rate of unemployment went down in 1973, the percentage of men in the program continued to increase. This change, as well as other shifts in enrollee characteristics, may be due to the increasing percentage of Vietnam veterans enrolled in the program.

The percentage of disadvantaged persons dropped from 66 percent in 1972 to 58 percent in 1973. A reflection of this drop is a general increase in the family income reported by the 1973 enrollees:

Thirteen percent *fewer* women reported family incomes below $2,000.

Fourteen percent *fewer* men reported family incomes below $2,000.

The number of trainees who were heads of families increased more than 3.8 percent, totaling more than 63 percent of all enrollees. The number of enrollees who were "primary breadwinners" increased 3.7 percent to a record 82.5 percent of all enrollees.

Duration of unemployment just prior to entering training showed a significant decrease. The percentage of those unemployed less than 15 weeks rose 3.2 percent (in the previous year, it had *dropped* 3.4 percent), whereas those suffering long-term unemployment decreased more than 2 percent. The proportion of enrollees who were drawing unemployment compensation dropped from 11.7 percent to 9.6 percent.

The number of enrollees in the prime working years (between the ages of 21 and 45) increased 2 percent over the year to more than 56 percent of all trainees.

One of the most significant shifts in enrollees' characteristics is the dramatic increase in the percentage of high school graduates who have been enrolled in the program over the past 3 years. For example, in 1968 only 40 percent of all MDTA enrollees had completed high school or gone beyond. By 1972, the percentage had increased to 58 percent, only 1 percent less than the 59 percent enrolled in 1963, the first year of training under the act and until 1973 the year of highest enrollment of high school graduates in the MDTA program. In 1973, however, the figure rose an additional 5.3 percentage points to 63.6 percent of all trainees—a new record. One possible explanation for this shift is the ever-increasing enrollment of veterans in the MDTA institutional program. Close to 74 percent of the veterans enrolled in MDTA have either completed high school or gone beyond; the corresponding figure for all trainees is 64 percent. Between 1972 and 1973, the percentage of veterans increased more than 7 percentage points, and since 1971 it has increased 15 percentage points.

Male-Female Ratios

Since the beginning of MDTA more men than women have been enrolled in the program. Women, who comprise 40 percent of the work force, are underrepresented in institutional training programs, constituting 33 percent of all trainees in 1973. In 1963, the first year of the program, close to 64 percent of all MDTA enrollees were men. Between 1963 and 1971, the percentage of male trainees ranged from 55 to 60 percent of all enrollees. In 1972, however, male enrollment rose to the 1963 level, and in 1973 it reached 67.3 percent—a new record. Once again, the increase in the percentage of veterans participating in the program, almost all of whom are men, may account for this rise.

Distribution by Age

With the exception of only 2 years, enrollees in the prime working ages (between 21 and 45) have made up slightly more than half of the trainees. In 1963, close to two-thirds of all trainees were in the prime working years. The second highest percentage in this category was reached during the past fiscal year (1973) when close to 57 percent of the trainees were between 21 and 45 years of age, a rise of over 2 percent from the preceding year. Only in the years 1965 and 1967 did the enrollment of trainees in the prime working years drop below 50 percent. More youth came into the program in 1965, when the age limit was lowered to permit younger people to receive allowances while in training.

Educational Attainments

As mentioned previously, since 1968 an increasing number of institutional program enrollees have entered training with at least a high school education. In 1968, only 40 percent of the trainees were high school graduates; the corresponding figure for 1973 was 65.6 percent. Of the 36.4 percent of the 1973 enrollees who were school dropouts, 3.1 percent had not finished the eighth grade, 4.7 percent had completed the eighth grade, and 28.6 percent had dropped out of school during the high school years. Each racial or ethnic group recorded an increase in the numbers who had completed high school or gone beyond. Both the increase in the educational attainment of persons in the labor force (median years of school completed by workers 18 and over was 12.4 in 1973) and the previously mentioned increase in the number of veterans enrolled in the program probably contributed to the greater enrollment in MDTA of trainees with at least a high school education.

White trainees reported the largest increase in educational attainment and were the group completing the most years of school. American Indians continued to enter training with the lowest level of educational achievement.

As is true in the civilian labor force and in MDTA institutional training in previous years, women enrollees reported more years of school completed than men, but in 1973 there was a significant narrowing of the gap. In 1972, 63 percent of the women trainees had finished high school or gone beyond, compared with 56 percent of the men; the corresponding figures for 1973 were 65.1 percent (for women) and 62.9 percent (for men).

Racial Characteristics

In 1963, the first year of the program, over three-fourths of the trainees were white. The proportion of whites among the trainees steadily decreased until 1968 when they comprised only slightly more than half the enrollees. The percentage of whites in the program increased in the following 4 years; by 1973, whites accounted for about two-thirds of all MDTA enrollees. Prior to 1970, only "Negro" was identified as a category within the "other" segment, and this group represented 92 to 94 percent of the minority race trainees. By 1973, the proportion of blacks within the minority groups dropped to 83 percent. Increased enrollment of Orientals and American Indians accounted for this decrease. Minority groups (black and others) comprise less than 20 percent of the civilian labor force, but 34.2 percent of 1973 trainees. This figure, of course, reflects the higher rate of unemployment suffered by minorities, which averages twice that of the civilian labor force as a whole.

Skills Center Trainees

In fiscal year 1973, 27 percent (up an impressive 8 percent over 1972) of all institutional trainees were enrolled in skills centers. The characteristics of skills center trainees are quite different from those of the "average" MDTA institutional training enrollee. More than three-fourths of skills center trainees were considered disadvantaged (close to 77 percent) and poor (76 percent), in each case between 16 and 18 percent more than the average. A greater proportion of skills center enrollees than all institutional trainees were members of minority groups, school dropouts, and youth 21 years of age and younger. Slightly fewer skills center trainees were family heads or the primary wage earners of their families.

Veterans of the Armed Forces

Over 38 percent of all institutional trainees were veterans, an increase of more than 7 percentage points over 1972 and 15 over 1971. More than 98 percent of the veterans were men, and veterans represented more than 55 percent of all men enrolled in the program. This may be one of the major factors contributing to the increase in male enrollment over the year.

Only 41 percent of the veterans were considered disadvantaged and poor, compared with 58 percent (disadvantaged) and 59.4 percent (poor) of the total trainee group. A much larger proportion of the veterans (74 percent) were family heads and 94 percent were primary wage earners—over 11 percent more than the proportion of family heads and primary breadwinners in the total group. A considerably larger percentage (72.4) of the veterans were between the ages of 21 and 45 than the percentage of all trainees within those ages (56.5).

Transition Program Trainees

During 1973, 17,100 persons were enrolled in Transition training programs under MDTA. Almost all were male (over 98 percent) and more than 78 percent were white. As was true for all veterans, more than 70 percent were heads of households; more than 97 percent were primary breadwinners.

In many respects, Transition trainees are unlike other MDTA trainees. They are much better educated—over 88 percent of the 1973 trainees had completed high school; the corresponding figure for all MDTA trainees is 63.6 percent. More than 14 percent of Transition enrollees had continued into college, compared with 10 percent of the non-Transition trainees. Since most Transition trainees were still in the service, only 4 percent were considered unemployed and 11.5 percent poor. Most of the Transition trainees (79.3 percent) were between 18 and 35 years of age. About 1.2 percent were under 19 years of age, 33.7 percent between 19 and 21, 44.4 percent between 22 and 34, 17.3 percent between 35 and 44, and only 3.5 percent 45 or older.

Spanish-Speaking Trainees

Spanish-speaking Americans constitute the second largest identifiable underprivileged minority group in the Nation. They number more than 10 million and represent about 5 percent of the total population. Close to 10 percent of all MDTA institutional trainees enrolled in 1973 were persons with a Spanish surname. More than half (55.4 percent) were Mexican American, 15 percent were Puerto Rican, and 29.6 percent Cuban and "other." Sixty-five percent of the Spanish-speaking trainees were male, 2 percent less than the percentage of men among all institutional enrollees. More than 74 percent were considered disadvantaged and close to 73 percent were classified as poor. As a group they were poorly educated; more than 54 percent were high school dropouts, and more than 20 percent had dropped out *before* completing the eighth grade.

APPENDIXES

A. Statement by the President on the Comprehensive Employment and Training Act of 1973

I am signing into law today the Comprehensive Employment and Training Act of 1973. I do so with great pleasure, as it is one of the finest pieces of legislation to come to my desk this year. This act makes Federal monies available to State and local governments for their use in providing a wide array of manpower services to their citizens, thereby putting an end to the patchwork system of individual rigid categorical manpower programs which began in the early 1960's.

Manpower services which State and local governments can provide under this legislation include: employment counseling, supportive services, classroom, education and occupational skills training, training on the job, work experience, and transitional public service employment. These services are not new ones. What is new, however, is the fact that funds to provide these services will, for the first time, be made available to State and local governments without any Federal strings as to what kind of services or how much of those services should be provided. From now on, State and local governments will be the decisionmakers concerning the mix of manpower services which they make available.

The Comprehensive Employment and Training Act of 1973 represents a significant shift in intergovernmental responsibilities. The first legislation to incorporate the essential principles of Special Revenue Sharing, this bill represents an important companion piece to the General Revenue Sharing legislation I signed last year. It also marks the culmination of almost 5 years of manpower reform efforts which began with my proposal for a new Manpower Training Act of 1969.

The Federal manpower program is a vital part of our national effort to conserve and develop our human resources and to help individuals adjust productively to changing economic conditions—including whatever temporary dislocations may ensue from the current energy shortage.

One important feature of this new act provides an extra share of money for communities in which unemployment is high. Such added funds can be used by State and local governments to provide transitional public service jobs or any of the other useful manpower services authorized in the legislation. In order to carry out this feature of the act forthwith, I will include in my budget to be transmitted when the Congress reconvenes, an amendment requesting $250 million for the current fiscal year.

In my State of the Union Message 3 years ago, I urged the Congress to join in the enactment of new and more creative approaches to government. As I phrased it then, ". . . let us put the money where the needs are. And let us put the power to spend it where the people are." This long-overdue shift in intergovernmental responsibilities is now a reality in one key area of government domestic programs—manpower.

THE WHITE HOUSE,
December 28, 1973.

B. Comprehensive Employment and Training Act of 1973

Public Law 93–203
93rd Congress, S. 1559
December 28, 1973

AN ACT

To assure opportunities for employment and training to unemployed and underemployed persons.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Comprehensive Employment and Training Act of 1973."

Statement of Purpose

Sec. 2. It is the purpose of this Act to provide job training and employment opportunities for economically disadvantaged, unemployed, and underemployed persons, and to assure that training and other services lead to maximum employment opportunities and enhance self-sufficiency by establishing a flexible and decentralized system of Federal, State, and local programs.

Transitional Provisions

Sec. 3. (a) To the extent necessary to provide for the orderly transition of supporting job training programs, and to provide continued financial assistance for such programs, prior to July 1, 1974, the Secretary is authorized to provide financial assistance in the same manner and on the same conditions as provided in the Manpower Development and Training Act of 1962, as in effect prior to June 30, 1973, title I of the Economic Opportunity Act of 1964, and the Emergency Employment Act of 1971, as in effect prior to June 30, 1973, from funds appropriated pursuant to this Act.

(b) The authority contained in this section shall not be construed to postpone or impede the prompt designation of prime sponsors and the implementation of other provisions of this Act.

(c) Notwithstanding any other provision of this Act other than the provisions of section 4(d)(1), the Secretary is authorized from appropriations available under this Act for fiscal year 1974 to provide financial assistance for the program described in section 304(a)(3) during the period June 1, 1974, through October 1, 1974, in the same manner and on the same conditions as provided pursuant to the Manpower Development and Training Act of

1962, as in effect prior to June 30, 1973, and title I of the Economic Opportunity Act of 1964, as in effect prior to repeal by this Act.

Authorization of Appropriations

Sec. 4. (a) There are authorized to be appropriated such sums as may be necessary for the fiscal year ending June 30, 1974, and for each of the three succeeding fiscal years for carrying out the provisions of this Act.

(b) Notwithstanding any other provision of law, unless enacted in specific limitation of the provisions of this subsection, any funds appropriated to carry out this Act which are not obligated prior to the end of the fiscal year for which such funds were appropriated shall remain available for obligation during the succeeding fiscal year, and any funds obligated in any fiscal year may be expended during a period of two years from the date of obligation.

(c) (1) For the purpose of affording adequate notice of funding available under this Act, appropriations under this Act are authorized to be included in an appropriation Act for the fiscal year preceding the fiscal year for which they are available for obligation.

> (2) In order to effect a transition to the advance funding method of timing appropriation action, the provisions of this subsection shall apply notwithstanding that its initial application will result in the enactment in the same year (whether in the same appropriation Act or otherwise) of two separate appropriations, one for the then current fiscal year and one for the succeeding fiscal year.

(d) (1) Of the amounts appropriated to carry out this Act, the Secretary shall reserve and make available not less than $250,000,000 in the fiscal year ending June 30, 1974, and not less than $350,000,000 in the fiscal year ending June 30, 1975, to carry out public service employment programs under title II.

> (2) In addition to the amounts reserved under paragraph (1) of this subsection, there are authorized to be appropriated and made available for the fiscal years ending June 30, 1974, and June 30, 1975, such sums as may be necessary to carry out public service employment programs under title II. There are authorized to be appropriated and made available for the fiscal year ending June 30, 1976, and for the succeeding fiscal year such sums as may be necessary to carry out public service employment programs under title II.

(e) Of the amount appropriated to carry out this Act for any fiscal year, not more than 20 percent of such amount (excluding any amount in excess of $250,000,000 of the amount made available for carrying out title II) shall be available for carrying out the provisions of title III and title IV.

TITLE I—COMPREHENSIVE MANPOWER SERVICES

Description of Program

Sec. 101. It is the purpose of this title to establish a program to provide comprehensive manpower services throughout the Nation. Such program shall include the development and creation of job opportunities and the training, education, and other services needed to enable individuals to secure and retain employment at their maximum capacity. Comprehensive manpower services may include, but shall not be limited to, programs and activities designed to carry out the purpose of this title, such as—

(1) outreach to make persons aware of the availability of manpower services and persuade them to use such services,

(2) assessment of the individual's needs, interests, and potential in the labor market and referral to appropriate employment, training, or other opportunities,

(3) orientation, counseling, education, and institutional skill training to prepare the individual to enter the labor market or to qualify for more productive job opportunities,

(4) training on the job,

(5) payments or other inducements to public or private employers to expand job opportunities, but payments to employers organized for profit shall not exceed the difference between the costs of recruiting, training, and providing supportive services for low-income persons and those regularly employed,

(6) services to individuals to enable them to retain employment,

(7) payment of allowances to persons in training for which they receive no remuneration and payment of such allowances for transportation, subsistence, or other expenses incurred in participating in manpower services or employment as are necessary to enable the individual to participate therein,

(8) supportive services to enable individuals to take advantage of employment opportunities, including necessary health care and medical services, child care, residential support, assistance in securing bonds, or any other necessary assistance incident to employment, and any other service needed to participate in employment or manpower services,

(9) development of information concerning the labor market and activities, such as job restructuring, to make it more responsive to objectives of the manpower services program,

(10) manpower training, employment opportunities, and related services conducted by community-based organizations,

(11) transitional public service employment programs, and

(12) any programs authorized by part A of title III and by title IV of this Act.

Prime Sponsors

Sec. 102. (a) The Secretary may make financial assistance available to a prime sponsor to enable it to carry out all or a substantial part of a comprehensive manpower program. A prime sponsor shall be—

(1) a State;

(2) a unit of general local government which has a population of one hundred thousand or more persons on the basis of the most satisfactory current data available to the Secretary;

(3) any combination of units of general local government which includes any unit of general local government qualifying under paragraph (2) of this subsection;

(4) any unit of general local government or any combination of such units, without regard to population, which, in exceptional circumstances, is determined by the Secretary of Labor—

(A)(i) to serve a substantial portion of a functioning labor market area, or (ii) to be a rural area having a high level of unemployment; and

(B) to have demonstrated (i) that it has the capability for adequately carrying out programs under this Act, and (ii) that there is a special need for services within the area to be served, and (iii) that it will carry out such programs and services in such area as effectively as the State; or

(5) a limited number of existing concentrated employment program grantees serving rural areas having a high level of unemployment which the Secretary determines have demonstrated special capabilities for carrying out programs in such areas and are designated by him for that purpose.

(b)(1) A State shall not qualify as a prime sponsor for any geographical area within the jurisdiction of any prime sponsor described in paragraph (2), (3), (4), or (5) of subsection (a) unless such prime sponsor has not submitted an approvable comprehensive manpower plan for such area.

(2) A unit of general local government shall not qualify as a prime sponsor with respect to any area within the jurisdiction of another eligible unit of general local government unless such smaller unit has not submitted an approvable comprehensive manpower plan for such area.

(c)(1) To be eligible for prime sponsorship for any fiscal year, an otherwise eligible applicant must submit to the Secretary a notice of intent to apply for prime sponsorship by such date as the Secretary shall prescribe.

(2) The Secretary may not, prior to March 1, 1974, designate as a prime sponsor, any State or unit of general local government containing another unit of general local government meeting the requirements of subsection (a)(2) of this section unless such smaller unit has submitted to the Secretary written consent for such designation.

Allocation of Funds

Sec. 103. (a)(1) Eighty percent of the amount available for this title in any fiscal year shall be allotted in accordance with the provisions of this subsection.

(2) Subject to the provisions of paragraph (4)—

(A) 50 percent of the amount allotted under this subsection shall be allotted on the basis of the manpower allotment of the State in the fiscal year prior to the year for which the determination is made compared to the manpower allotment for all States in that year;

(B) 37½ percent of the amount allotted under this subsection shall be allotted on the basis of the relative number of unemployed persons within the State as compared to such numbers in all States;

(C) 12½ percent of the amount allotted under this subsection shall be allotted on the basis of the relative number of adults in families with an annual income below the low-income level within the State compared to such total numbers in all States;

(D) Not less than $2,000,000 shall be allotted among Guam, the Virgin Islands, American Samoa, and the Trust Territory of the Pacific Islands, in accordance with their respective needs.

(3) The sum allotted to each State shall be allotted by the Secretary among areas within the State on an equitable basis based upon the factors set forth in paragraph (2).

(4) No prime sponsor shall be allocated an amount which is in excess of 150 percent of the amount received by the area served by that prime sponsor in the fiscal year immediately preceding the fiscal year for which the determination was made except that if the amount so allocated is less than 50 percent of the amount to which such prime sponsor is entitled under paragraph (2) in the fiscal year for which a determination was made, then such allocation shall be increased to 50 percent of the amount of such entitlement.

(b) Not more than 5 percent of the amount available for this title shall be available to the Secretary to encourage, after consultation with and receiving recommendations from the Governor of the appropriate State, voluntary combinations formed under section 102(a)(3).

(c) Five percent of the funds available under title I shall be available only for grants under section 112 except that such grants shall not increase the funds available in any prime sponsor's area by more than 20 percent of the amount allocated to such prime sponsor under subsection (a).

(d) One percent of the amount allocated under subsection (a) shall be available to the Secretary to be allocated in the same manner as provided under subsection (a) to State prime sponsors for the costs incurred in carrying out the provisions of section 107(a)(2)(B). If any State does not need the amount allocated under this subsection for any fiscal year, that amount shall be available for State services under section 106.

(e) Four percent of the amounts available for this title shall be available to each State in the same proportion as that State's allocation under subsection (a) for State services under section 106.

(f) The remainder of the funds shall be available in the Secretary's discretion. In exercising his discretion the Secretary shall first utilize such funds to provide each prime sponsor with an amount for any fiscal year equal to 90 percent of such area's manpower allotment in the preceding fiscal year. The remainder shall be distributed in the Secretary's discretion among areas served by prime sponsors (or where a prime sponsor's plan has not been approved, an area served by the Secretary under his authority in section 110). In exercising his discretion the Secretary shall take into account the need for continued funding of programs of demonstrated effectiveness.

(g) Grants made to prime sponsors designated under section 102(a)(5) shall be from funds not allocated under subsection (a).

(h) As soon as practicable after funds are appropriated to carry out this Act for any fiscal year, the Secretary shall publish in the Federal Register the allotments made pursuant to this section. Allotments under this section shall be based on the latest satisfactory data and estimates available.

(i) The Secretary is authorized to make such reallocations under this title as he deems appropriate of the unobligated amount of any allotment pursuant to subsection (a) to the extent that the Secretary determines that it will not be required for the period for which such allotment is available. Alloted amounts may not be reallocated for any reason before the expiration of the ninth month of the fiscal year for which such funds were allotted and thereafter may be reallocated only if the Secretary has provided thirty days' advance notice to the prime sponsor for such area and to the Governor of the State of the proposed reallocation, during which period of time the prime sponsor and the Governor may submit comments to the Secretary. After considering any comments submitted during such period of time, the Secretary shall notify the Governor and affected prime sponsors of any decision to reallocate funds and shall publish any such decision in the Federal Register. Priority shall be given in reallocating such funds to other areas within the same State.

Prime Sponsor's Planning Councils

Sec. 104. Each prime sponsor designated under this title shall establish a planning council consisting, to the extent practical, of members who are representative of the client community and of community-based organizations, the employment service, education and training agencies and institutions, business, labor, and, where appropriate, agriculture. The prime sponsor shall appoint the members of the council, designate the chairman, and provide professional, technical, and clerical staff to serve the council. It is the function of the council to submit recommendations regarding program plans and basic goals, policies, and procedures, to monitor and provide for objective evaluations of employment and training programs conducted in the prime sponsorship area, and to provide for continuing analyses of needs for employment, training, and related services in such area. Any final decision with respect to such recommendations shall be made by the prime sponsor.

Conditions for Receipt of Financial Assistance

Sec. 105. (a) The Secretary shall not provide financial assistance for any fiscal year to a prime sponsor unless such sponsor submits a comprehensive manpower plan, in such detail as the Secretary deems necessary, which—

(1) sets forth a comprehensive manpower program which meets the objectives of this title, including (A) a description of the services to be provided, and performance goals, (B) assurance that such services will be administered by or under the supervision of the prime sponsor, (C) a description of the geographical areas to be served under the plan, and (D) assurances that to the maximum extent feasible manpower services, including the development of job opportunities, will be provided to those most in need of them, including low-income persons and persons of limited English-speaking ability, and that the need for continued funding of programs of demonstrated effectiveness is taken into account in serving such groups and persons;

(2) provides, in the case of prime sponsors who are recipients of funds under title II for the development of a public service employment program, that it is fully integrated with the services under this title in order to assure that persons employed in such a program are afforded a better opportunity to find regular employment not supported under this Act;

(3) (A) provides appropriate arrangements with community-based organizations serving the poverty community, and other special target

groups for their participation in the planning of programs included in the plan; (B) provides for utilizing those services and facilities which are available, with or without reimbursement of the reasonable cost, from Federal, State, and local agencies to the extent deemed appropriate by the prime sponsor, after giving due consideration to the effectiveness of such existing services and facilities, including, but not limited to, the State employment service, State vocational education and vocational rehabilitation agencies, area skills centers, local educational agencies, postsecondary training and education institutions, and community action agencies, but nothing contained herein shall be construed to limit the utilization of services and facilities of private agencies, institutions and organizations (such as private businesses, labor organizations, private employment agencies, and private educational and vocational institutions) which can, at comparable cost, provide substantially equivalent training or services or otherwise aid in reducing more quickly unemployment or current and prospective manpower shortages; (C) provides that in making arrangements for institutional training priority shall be given (to the extent feasible) to the use of skills centers established under the authority of section 231 of the Manpower Development and Training Act of 1962; (D) provides arrangements to the extent feasible for the coordination of services for which financial assistance is provided under programs administered by the Secretary of Labor relating to manpower and manpower-related services;

(4) provides for paying the allowances and compensation provided by section 111;

(5) provides that any transitional public service employment programs meet the requirements of section 205(c) and section 208, and that persons hired to fill jobs created by such programs will be residents of the areas described under paragraph (1)(C) of this subsection;

(6) provides assurances that programs of institutional training be designed for occupations in which skill shortages exist and assurances that such programs and training on the job shall, wherever possible, result in employment which provides economic self-sufficiency;

(7) contains such other information, assurances, statements, and arrangements consistent with the provisions of this Act as the Secretary shall prescribe by regulation including provisions designed to assist the Secretary in carrying out his special responsibilities under this section and section 108.

(b) The Secretary shall not provide financial assistance for any fiscal year to a prime sponsor unless such sponsor certifies that—

(1) its plan meets all the requirements of this section; and

(2) it will comply with all provisions of this Act.

(c) The Secretary shall provide financial assistance to each prime sponsor under this title to carry out the plan submitted by each such prime sponsor upon determining that—

(1) the plan is consistent with the provisions of this title;

(2) the plan was made public prior to submission to the Secretary;

(3) the prime sponsor has demonstrated maximum efforts to implement the provisions in the prior year's plan.

Special Provisions Relating to State Prime Sponsors

Sec. 106. (a) Any State seeking assistance under this Act shall submit a State comprehensive manpower plan to the Secretary for approval in accordance with the requirements of this section.

(b) The State comprehensive manpower plan shall in addition to meeting the requirements of section 105—

(1) provide satisfactory arrangements for serving all geographical areas under its jurisdiction except areas served by an eligible applicant who has filed a notice of intent under section 102(c), except that such plan may be amended to include areas served by an eligible applicant whose plan is finally disapproved without prejudice to the remedies available to such eligible applicant under section 109;

(2) provide for the cooperation and participation of all State agencies providing manpower and manpower-related services in the implementation of comprehensive manpower services plans by prime sponsors in accordance with the provisions of this Act;

(3) set forth an overall State plan for the development and sharing of resources and facilities needed to conduct manpower programs under its direct sponsorship without unnecessary duplication and otherwise in the most efficient and economical manner;

(4) provide for the coordination of programs financed under the Wagner-Peyser Act in accordance with such rules, regulations, and guidelines as the Secretary determines necessary for the purpose of providing coordinated and comprehensive assistance to those individuals requiring manpower and manpower-related services to achieve their full occupational potential in accordance with the policies of this Act;

(5) set forth arrangements for assisting the Secretary in carrying out his responsibilities for enforcing the requirement for Federal contractors and subcontractors to list all suitable employment openings with local offices of the State employment service and provide special emphasis, as required in section 2012(a) of title 38, United States Code;

(6) set forth arrangements, if any, which the State may desire to provide for planning areas to serve geographical regions within the State; and

(7) make adequate provision for the coordination of the manpower and related services to be provided by the State in areas to be served by prime sponsors other than the State, and that provision has been made for the establishment of mechanisms to (A) provide for the exchange of information between States and local governments on State, intrastate, and regional planning in areas such as economic development, human resource development, education, and such other areas that may be relevant to manpower planning; and (B) promote the coordination of all manpower plans in a State so as to eliminate conflict, duplication, and overlapping between manpower services.

(c) Funds available to each State under section 103(e) may be used for—

(1) the provision of services under this Act throughout the State by State agencies responsible for employment and training and related services;

(2) providing financial assistance for special programs and services designed to meet the needs of rural areas outside major labor market areas;

(3) developing and publishing information regarding economic, industrial, and labor market conditions, including but not limited to job opportunities and skill requirements, labor supply in various skills, occupational outlook and employment trends in various occupations, and economic and business development and location trends;

(4) providing, without reimbursement and upon request, to any prime sponsor serving an area within the State, such information and technical assistance as may be appropriate to assist any such prime sponsor in developing and implementing its programs under this Act; and

(5) carrying out special model training and employment programs and related services, including programs for offenders similar to programs described in section 301(c) of this Act.

(d) The State prime sponsor shall annually certify compliance with all the requirements for State prime sponsors.

State Manpower Services Council

Sec. 107. (a)(1) Any State which desires to be designated as a prime sponsor and to enter into arrangements with the Secretary under this title shall establish a Manpower Services Council (hereinafter referred to as the "Council") which shall exercise the powers and duties set forth in this section.

(2) The Council established pursuant to paragraph (1) shall—

(A) be appointed by the Governor (who shall designate one member thereof to be Chairman), and shall be composed of—

(i) representatives of the units or combinations of units of general local government in such State, who shall comprise at least one-third of the membership of the Council, which have comprehensive manpower plans approved under section 108 (except that the initial appointments to the Council may consist of representatives of units or combinations of units of general local government described in clauses (2), (3), (4), and (5) of section 102(a) which have indicated an intention to submit a plan for approval under section 108), and such representatives shall be designated by the chief executive officers of the units or combination of units of general local government which qualify for representation under this section in accordance with procedures agreed upon by such chief executive officers;

(ii) one representative each of the State board of vocational education and the public employment service of such State;

(iii) one representative of each such other State agency as the Governor may determine to have a direct interest in overall manpower training and utilization within the State;

(iv) representatives of organized labor;

(v) representatives of business and industry;

(vi) representatives of community-based organizations and of the client community to be served under this Act (including, where persons of limited English-speaking ability represent a substantial portion of the client population, appropriate representation of such persons); and

(vii) representatives of the general public.

(B) be appropriately staffed and serviced by the State prime sponsor;

(C) meet at such times and in such places as it deems necessary.

(b) The Council shall—

(1) review the plans of each prime sponsor and the plans of State agencies for the provision of services to such prime sponsors, and make recommendations to such prime sponsors and agencies for the more effective coordination of efforts to meet the overall manpower needs of the State;

(2) continuously monitor the operation of programs conducted by each prime sponsor, and the availability, responsiveness, and adequacy of State services, and make recommendations to the prime sponsors, to agencies providing manpower services, and to the Governor and the general public with respect to ways to improve the effectiveness of such programs or services in fulfilling the purposes of this Act;

(3) make an annual report to the Governor which shall be a public document, and issue such other studies, reports, or documents as it deems advisable to assist prime sponsors or to otherwise help carry out the purposes of this Act.

Review of Plans

Sec. 108. (a) The Secretary shall not approve a comprehensive manpower plan or any amendment thereto until he determines that it meets the requirements of section 105, and in the case of a State plan section 106, and that the plan was submitted to, and an opportunity to comment thereon provided, the Governor of the State and appropriate officials in units of general local government of the area to be served.

(b)(1) The Secretary shall not finally disapprove any comprehensive manpower plan submitted under this title, or any modifications thereof, without first affording the prime sponsor submitting the plan reasonable notice and opportunity for a hearing.

(2) If the Secretary receives a formal allegation from an affected unit of general local government that a prime sponsor has changed its comprehensive manpower plan so that it no longer complies with section 105 or that in the administration of the plan there is a failure to comply substantially with any such provision, with any provision of the plan, or with any requirements of section 603 or 604, he shall, and, if he receives such an allegation from any other interested person, he may, or, if such allegation is supported by substantial evidence, he shall, after due notice and opportunity for a hearing to the prime sponsor, determine whether the allegation is true. If he determines such an allegation to be true, the Secretary shall notify the prime sponsor that no further payments will be made to the prime sponsor under the plan (or, in his discretion, that further payments will be limited to programs under or portions of the plan not affected by such failure), until he is satisfied that there will no

longer be any failure to comply. Until he is so satisfied, the Secretary shall make no further payments to such sponsor under the plan (or shall limit payments to programs under the plan not affected by the failure).

(c) The Secretary shall not disapprove any plan solely because of the percentage of funds devoted to a particular program or activity authorized under section 101 of this Act.

(d) Whenever the Secretary determines, after notice and opportunity for a public hearing, that any prime sponsor designated to serve under this Act is—

(1) maintaining a pattern or practice of discrimination in violation of section 603(1) or section 612(a) of this Act or otherwise failing to serve equitably the economically disadvantaged, unemployed, or underemployed persons in the area it serves;

(2) incurring unreasonable administrative costs in the conduct of activities and programs, as determined pursuant to regulation;

(3) failing to give due consideration to continued funding of programs of demonstrated effectiveness including those previously conducted under provisions of law repealed by section 614 of this Act; or

(4) otherwise materially failing to carry out the purposes and provisions of this Act;

the Secretary shall revoke the prime sponsor's plan for the area, in whole or in part, and to the extent necessary and appropriate shall not make any further payments to such prime sponsor under this Act, and he shall notify such sponsor to return to him all or part of the unexpended sums paid under this Act during that fiscal year.

Judicial Review

Sec. 109. (a) If any prime sponsor is dissatisfied with the Secretary's final action with respect to the approval of its comprehensive manpower plan submitted under section 105 or section 106 or with his final action under section 108, such prime sponsor may, within sixty days after notice of such action, file with the United States court of appeals for the circuit in which the prime sponsor is located a petition for review of that action. A copy of the petition shall be forthwith transmitted by the clerk of the court to the Secretary. Thereupon the Secretary shall file in the court the record of the proceedings on which he based his action, as provided in section 2112 of title 28, United States Code.

(b) The findings of fact by the Secretary, if supported by substantial evidence, shall be conclusive; but the court, for good cause shown, may remand the case to the Secretary to take further evidence, and the Secretary may thereupon make new or modified findings of fact and may modify his previous action, and shall certify to the court the record of the further proceedings. Such new or modified findings of fact shall likewise be conclusive if supported by substantial evidence.

(c) The court shall have jurisdiction to affirm the action of the Secretary or to set it aside, in whole or in part. The judgment of the court shall be subject to review by the Supreme Court of the United States upon certiorari or certification as provided in section 1254 of title 28, United States Code.

Authority of Secretary to Provide Services

Sec. 110. (a) In any area of a State which has not qualified as a prime sponsor and for which no other prime sponsor has qualified under paragraph (2), (3), (4), or (5) of section 102(a) or where the Secretary has taken an action under subsection (b)(2) or (d) of section 108 which results in such services not being provided in such area, the Secretary is authorized and directed out of funds allotted to such State or local area under section 103(a) to provide for continuing programs by making payments directly to public and private nonprofit agencies and organizations conducting activities which he determines are not in violation of the requirements of this section. To the extent necessary to assure the delivery of services in the areas served by any prime sponsor subject to the provisions of this section, the Secretary is authorized (if no other eligible prime sponsor is designated under section 102 of this Act to serve such area) to make grants to and enter into contracts with public and private nonprofit agencies and organizations in the same manner and to the same extent as if the Secretary were the prime sponsor for that area.

(b) The Secretary shall, prior to making any payments under this Act for any fiscal year, enter into an agreement with any prime sponsor receiving payments under this Act which contains provisions adequate to assure that the provisions of this section are carried out effectively.

Allowances

Sec. 111. (a) Basic weekly allowances for individuals receiving training or education under this title for which no wages are payable shall be at a rate prescribed by the Secretary which when added to amounts received by the trainee in the form of unemployment compensation payments shall equal the minimum wage for a work week of forty hours under section 6(a)(1) of the Fair Labor Standards Act of 1938 or, if higher, under the applicable State or local minimum wage law, and such basic allowances shall, in the case of an individual with dependents, be increased by $5 a week for each dependent over two up to a maximum of four additional dependents. The prime sponsor may waive the payment of all or part of the allowances when it determines, under regulations prescribed by the Secretary, that such waiver will promote the purposes of this Act. Trainees receiving public assistance or whose needs or income are taken into account in determining such public assistance payments to others, shall receive an incentive allowance of $30 per week. Such allowance shall be disregarded in determining the amount of public assistance payments under Federal or Federally assisted public assistance programs. In prescribing allowances, the prime sponsor shall, in accordance with regulations prescribed by the Secretary, allow additional sums for special circumstances such as exceptional expenses incurred by trainees, including but not limited to meal and travel allowances, or he may reduce such allowances by an amount reflecting the fair value of meals, lodging, or other necessaries furnished to the trainee. The prime sponsor shall take such action as may be necessary to insure that such persons receive no allowances with respect to periods during which they are failing to participate in such programs, training, or instruction as prescribed herein without good cause. Notwithstanding the preceding provisions of this subsection, the prime sponsor shall, in accordance with such regulations as the Secretary shall prescribe, make such adjustments as he deems appropriate in allowances which would otherwise be payable under this title, including but not limited to adjustments which take into account the amount of time per week spent by the individual participating in such programs and adjustments to reflect the special economic circumstances which exist in the area in which the program is to be carried on. Allowances shall not be paid for any course of training having a duration in excess of one hundred and four weeks.

(b) Individuals receiving training on the job shall be compensated by the employer at such rates, including periodic increases, as may be deemed reasonable under regulations prescribed by the Secretary, considering such factors as industry, geographical region, and trainee proficiency, but in no event at a rate less than that specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 or, if higher, under the applicable State or local minimum wage law.

Supplemental Vocational Education Assistance

Sec. 112. (a) From the funds available to him for this section, the Secretary shall make grants to Governors to provide financial assistance, through State vocational education boards, to provide needed vocational education services in areas served by prime sponsors.

(b) All of the sums available to carry out this section shall be allotted among the States in the manner provided for allotting funds under section 103(a).

(c) Funds available under this section shall be used only for providing vocational education and services to participants in programs under this title in accordance with an agreement between the State vocational education board and the prime sponsor.

TITLE II—PUBLIC EMPLOYMENT PROGRAMS

Statement of Purpose

Sec. 201. It is the purpose of this title to provide unemployed and underemployed persons with transitional employment in jobs providing needed public services in areas of substantial unemployment and, wherever feasible, related training and manpower services to enable such persons to move into employment or training not supported under this title.

Allocation of Funds

Sec. 202. (a) Eighty per centum of funds available for any fiscal year under this title shall be allocated among eligible applicants in accordance with the number of unemployed residing in areas of substantial unemployment within the jurisdiction of the applicant compared to the number of unemployed residing in all such areas.

(b) The remainder may be distributed by the Secretary in his discretion taking into account the severity of unemployment within such areas.

Financial Assistance

Sec. 203. (a) The Secretary shall enter into arrangements with eligible applicants in accordance with the provisions of this title in order to make financial assistance available in areas of substantial unemployment for the purpose of providing transitional employment for unemployed and underemployed persons in jobs providing needed public serv[illegible]ining and manpower services related to such employment which [illegible]se unavailable, and enabling such persons to move into employment or training not supported under this title.

(b) Not less than 90 per centum of the funds appropriated pursuant to this title which are used by an eligible applicant for public service employment programs shall be expended only for wages and employment benefits to persons employed in public service jobs pursuant to this title.

Eligible Applicants

Sec. 204. (a) Financial assistance under this title may be provided by the Secretary only pursuant to applications submitted by eligible applicants which are—

(1) prime sponsors qualified under title I; or

(2) Indian tribes on Federal or State reservations and which include areas of substantial unemployment.

(b) For fiscal year 1974, eligible applicants include any entity eligible to be a prime sponsor under section 102(a).

(c) For the purpose of this title "areas of substantial unemployment" means any area of sufficient size and scope to sustain a public service employment program and which has a rate of unemployment equal to or in excess of 6.5 per centum for three consecutive months as determined by the Secretary. Determinations concerning the rate of unemployment shall be made by the Secretary at least once each fiscal year.

(d)(1) Whenever an area of substantial unemployment within the jurisdiction of an eligible applicant is also within the jurisdiction of a unit of general local government or a combination of such units having a population of 50,000 or more (but less than that necessary to qualify as a prime sponsor under title I), the eligible applicant shall delegate to such unit or units of general local government the functions of program agent with respect to the funds allocated to such eligible applicant on account of such area of substantial unemployment.

(2) For purposes of this subsection the functions of program agent include the administrative responsibility for developing, funding, overseeing, and monitoring programs within the area but such functions shall be carried on consistently with the application for financial assist-

ance which shall be developed by the eligible applicant in cooperation with the program agent.

(3) Whenever two or more units of general local government qualify as program agents with respect to the same area of substantial unemployment the provisions of section 102(b)(2) shall be applicable.

(e) Whenever the Secretary makes any determination required by this section, he shall promptly notify the Congress and shall publish such determination in the Federal Register.

Applications

Sec. 205. (a) Financial assistance under this title may be provided by the Secretary for any fiscal year only pursuant to an application which is submitted by an eligible applicant and which is approved by the Secretary in accordance with the provisions of this title. Any such application shall set forth a public service employment program designed to provide employment, in jobs providing needed public services, for persons residing in areas of substantial unemployment who have been unemployed for at least thirty days and, where appropriate, training and manpower services related to such employment which are otherwise unavailable, and to enable such persons to move into employment or training not supported under this title.

(b) Programs assisted under this title shall, to the extent feasible, be designed with a view toward—

(1) developing new careers, or

(2) providing opportunities for career advancement, or

(3) providing opportunities for continued training, including on-the-job training, or

(4) providing transitional public service employment which will enable the individuals so employed to move into public or private employment or training not supported under this Act.

(c) An application for financial assistance for a public service employment program under this title shall include provisions setting forth—

(1) assurances that the activities and services for which assistance is sought under this title will be administered by or under the supervision of the applicant, identifying any agency or institution designated to carry out such activities or services under such supervision;

(2) a description of the area to be served by such programs, and a plan for effectively serving on an equitable basis the significant segments of the population to be served, including data indicating the number of potential eligible participants and their income and employment status;

(3) assurances that only persons residing within the areas of substantial unemployment qualifying for assistance will be hired to fill jobs created under this title, and that the public services provided by such jobs shall, to the extent feasible, be designed to benefit the residents of such areas;

(4) assurances that special consideration will be given to the filling of jobs which provide sufficient prospects for advancement or suitable continued employment by providing complementary training and manpower services designed to (A) promote the advancement of participants

to employment or training opportunities suitable to the individuals involved, whether in the public or private sector of the economy, (B) provide participants with skills for which there is an anticipated high demand, or (C) provide participants with self-development skills, but nothing contained in this paragraph shall be construed to preclude persons or programs for whom the foregoing goals are not feasible or appropriate;

(5) assurances (A) that special consideration in filling transitional public service jobs will be given to unemployed persons who served in the Armed Forces in Indochina or Korea on or after August 5, 1964, in accordance with criteria established by the Secretary (and who have received other than dishonorable discharges), and a description of the specific steps to be undertaken during such fiscal year to provide such special consideration, and of the types of jobs to be made available to such veterans, with special emphasis on the development of jobs which will utilize, to the maximum extent feasible, the skills which such veterans acquired in connection with their military training and service, and (B) that the applicant shall (i) make special efforts to acquaint such veterans with the program and the public service jobs available to veterans under this Act, and (ii) coordinate efforts in behalf of such veterans with those activities authorized by chapter 41 of title 38, United States Code (relating to Job Counseling and Employment Services for Veterans), or carried out by other public or private organizations or agencies;

(6) assurances that, to the extent feasible, public service jobs shall be provided in occupational fields which are most likely to expand within the public or private sector as the unemployment rate recedes;

(7) assurances that special consideration in filling transitional public service jobs will be given to unemployed persons who are the most severely disadvantaged in terms of the length of time they have been unemployed and their prospects for finding employment without assistance under this title, but such special consideration shall not authorize the hiring of any person when any other person is on lay-off from the same or any substantially equivalent job;

(8) assurances that no funds received under this title will be used to hire any person to fill a job opening created by the action of an employer in laying off or terminating the employment of any regular employee not supported under this title in anticipation of filling the vacancy so created by hiring an employee to be supported under this title;

(9) assurances that due consideration be given to persons who have participated in manpower training programs for whom employment opportunities would not be otherwise immediately available;

(10) a description of the methods to be used to recruit, select, and orient participants, including specific eligibility criteria, and programs to prepare the participants for their job responsibilities;

(11) a description of unmet public service needs and a statement of priorities among such needs;

(12) a description of jobs to be filled, a listing of the major kinds of work to be performed and skills to be acquired and the approximate duration for which participants would be assigned to such jobs;

(13) the wages or salaries to be paid persons employed in public service jobs under this title and a comparison with the wages paid for similar public occupations by the same employer;

(14) where appropriate, the education, training, and supportive services (including counseling and health care services) which complement the work performed;

(15) the planning for and training of supervisory personnel in working with participants;

(16) a description of career opportunities and job advancement potentialities for participants;

(17) assurances that procedures established pursuant to section 207 (a) will be complied with;

(18) assurances that agencies and institutions to whom financial assistance is made available under this title have undertaken, or will undertake, analyses of job descriptions and revaluations and, where shown necessary, revisions of qualification requirements at all levels of employment, including civil service requirements and practices relating thereto, in accordance with regulations prescribed by the Secretary, with a view toward removing artificial barriers to public employment of those whom it is the purpose of this title to assist;

(19) assurances that the applicant will, where appropriate, maintain or provide linkages with upgrading and other manpower programs for the purpose of (A) providing those persons employed in public service jobs under this title who want to pursue work with the employer, in the same or similar work, with opportunities to do so and to find permanent, upwardly mobile careers in that field, and (B) providing those persons so employed who do not wish to pursue permanent careers in such field, with opportunities to seek, prepare for, and obtain work in other fields;

(20) assurances that all persons employed under any such program, other than necessary technical, supervisory, and administrative personnel, will be selected from among unemployed and underemployed persons;

(21) assurances that the program will, to the maximum extent feasible, contribute to the elimination of artificial barriers to employment and occupational advancement, including civil service requirements which restrict employment opportunities for the disadvantaged;

(22) assurances that not more than one-third of the participants in the program will be employed in a bona fide professional capacity (as such term is used in section 13(a)(1) of the Fair Labor Standards Act of 1938), except that this paragraph shall not be applicable in the case of participants employed as classroom teachers, and the Secretary may waive this limitation in exceptional circumstances;

(23) a description of the manpower needs of local governments and of local educational agencies within the area to be served together with the comments of such governments and agencies where appropriate, and assurances that jobs will be allocated equitably to such governments and agencies taking into account the number of unemployed within their jurisdictions and the needs of the agencies;

(24) assurances that the jobs in each job category in no way infringe upon the promotional opportunities which would otherwise be available to persons currently employed in public service jobs not

subsidized under this title, and assurances that no job will be filled in other than an entry level position in each job category until applicable personnel procedures and collective bargaining agreements have been complied with;

(25) assurances that jobs funded under this title are in addition to those that would be funded by the sponsor in the absence of assistance under this Act; and

(26) such other assurances, arrangements, and conditions, consistent with the provisions of this title, as the Secretary deems necessary, in accordance with such regulations as he shall prescribe.

Approval of Applications

Sec. 206. An application, or modification or amendment thereof, for financial assistance under this title may be approved only if the Secretary determines that—

(1) the application meets the requirements set forth in this title;

(2) an opportunity has been provided to officials of the appropriate units of general local government to submit comments with respect to the application to the applicant and to the Secretary;

(3) an opportunity has been provided to the Governor of the State to submit comments with respect to the application to the applicant and to the Secretary; and

(4) where a labor organization represents employees who are engaged in similar work in the same area to that proposed in the application, an opportunity has been provided such organization to submit comments with respect to the application to the applicant and to the Secretary.

Special Responsibilities of the Secretary

Sec. 207. (a) The Secretary shall establish procedures for periodic reviews by an appropriate agency of the status of each person employed in a public service job under this title to assure that in the event that any person employed in a public service job under this title and the reviewing agency find that such job will not provide sufficient prospects for advancement or suitable continued employment, maximum efforts shall be made to locate employment or training opportunities providing such prospects, and such person shall be offered appropriate assistance in securing placement in the opportunity which he chooses after appropriate counseling.

(b) The Secretary shall review the implementation of the procedures established under subsection (a) of this section six months after funds are first obligated under this title and at six-month intervals thereafter.

(c) Where the Secretary determines that an Indian tribe on a Federal or State reservation is unable to submit an application to carry out a public service employment program which meets the requirements of section 205, the Secretary shall assist such tribe in preparing, submitting, and implementing a public service employment program. The provisions of section 208 shall apply to programs carried out under this subsection.

Sec. 208. (a) The Secretary shall not provide financial assistance for any program or activity under this title unless he determines, in accordance with such regulations as he shall prescribe, that—

(1) the program (A) will result in an increase in employment opportunities over those opportunities which would otherwise be available, (B) will not result in the displacement of currently employed workers (including partial displacement such as a reduction in the hours of non-overtime work or wages or employment benefits), (C) will not impair existing contracts for services or result in the substitution of Federal for other funds in connection with work that would otherwise be performed, and (D) will not substitute public service jobs for existing federally assisted jobs;

(2) persons employed in public service jobs under this Act shall be paid wages which shall not be lower than whichever is the highest of (A) the minimum wage which would be applicable to the employee under the Fair Labor Standards Act of 1938, if section 6(a)(1) of such title applied to the participant and if he were not exempt under section 13 thereof, (B) the State or local minimum wage for the most nearly comparable covered employment, or (C) the prevailing rates of pay for persons employed in similar public occupations by the same employer;

(3) funds under this title will not be used to pay persons employed in public service jobs under this title at a rate in excess of $10,000 per year;

(4) all persons employed in public service jobs under this title will be assured of workmen's compensation, health insurance, unemployment insurance, and other benefits at the same levels and to the same extent as other employees of the employer and to working conditions and promotional opportunities neither more nor less favorable than such other employees enjoy;

(5) the provisions of section 2(a)(3) of Public Law 89-286 (relating to health and safety conditions) shall apply to such program or activity;

(6) the program will, to the maximum extent feasible, contribute to the occupational development or upward mobility of individual participants;

(7) no funds under this title will be used for the acquisition of, or for the rental or leasing of supplies, equipment, materials, or real property; and

(8) every participant shall be advised, prior to entering upon employment, of his rights and benefits in connection with such employment.

(b) Consistent with the provisions of this title, the Secretary shall make financial assistance under this title available in such a manner that, to the extent practicable, public service employment opportunities will be available on an equitable basis in accordance with the purposes of this title among significant segments of the population of unemployed persons, giving consideration to the relative numbers of unemployed persons in each such segment.

(c) Where a labor organization represents employees who are engaged in similar work in the same area to that proposed to be performed under any program for which an application is being developed for submission under this title, such organization shall be notified and afforded a reasonable period of time prior to the submission of the application in which to make comments to the applicant and to the Secretary.

(d) The Secretary shall prescribe regulations to assure that programs under this title have adequate internal administrative controls, accounting requirements, personnel standards, evaluation procedures, and other policies as may be necessary to promote the effective use of funds.

(e) The Secretary shall not provide financial assistance for any program under this title unless he determines, in accordance with regulations which he shall prescribe, that periodic reports will be submitted to him containing data designed to enable the Secretary and the Congress to measure the relative and, where programs can be compared appropriately, comparative effectiveness of the programs authorized under this title and other federally supported manpower programs. Such data shall include information on—

(1) characteristics of participants including age, sex, race, health, education level, and previous wage and employment experience;

(2) duration in employment situations, including information on the duration of employment of program participants for at least a year following the termination of participation in federally assisted programs and comparable information on other employees or trainees of participating employers; and

(3) total dollar cost per participant, including breakdown between wages, training, and supportive services, all fringe benefits, and administrative costs.

The Secretary shall compile such information on a State, regional and national basis, and shall include such information in the report required by section 209 of this title.

(f) The Secretary shall not provide financial assistance for any program under this title unless the grant, contract, or agreement with respect thereto specifically provides that no person with responsibilities in the operation of such program will discriminate with respect to any program participant or any applicant for participation in such program because of race, creed, color, national origin, sex, political affiliation, or beliefs.

(g) The Secretary shall not provide financial assistance for any program under this title which involves political activities; and neither the program, the funds provided therefor, nor personnel employed in the administration thereof, shall be, in any way or to any extent, engaged in the conduct of political activities in contravention of chapter 15 of title 5, United States Code.

(h) The Secretary shall not provide financial assistance for any program under this title unless he determines that participants in the program will not be employed on the construction, operation, or maintenance of so much of any facility as is used or to be used for sectarian instruction or as a place for religious worship.

Special Report

Sec. 209. The Secretary shall transmit to the Congress at least annually a detailed report setting forth the activities conducted under this title, including information derived from evaluations required by this title and information on the extent to which (1) participants in such activities subsequently secure and retain public or private employment or participate in training or employability development programs, (2) segments of the population of unemployed persons are provided public service opportunities in accordance with the purposes of this title.

Utilization of Funds

Sec. 210. Funds available under this title to an eligible applicant may, at its option, be utilized for residents of the areas of substantial unemployment designated under this title for programs authorized under title I and part A of title III of this Act.

Special Provision

Sec. 211. The determinations to be made under section 204(c) shall take into account the rate of unemployment for a period of three consecutive months even though all or part of such period may have occurred prior to the enactment of this Act.

TITLE III—SPECIAL FEDERAL RESPONSIBILITIES

Part A—Special Target Groups

Special Manpower Target Groups

Sec. 301. (a) The Secretary shall use funds available under this title to provide additional manpower services as authorized under titles I and II to segments of the population that are in particular need of such services, including youth, offenders, persons of limited English-speaking ability, older workers, and other persons which the Secretary determines have particular disadvantages in the labor market. The Secretary shall take into account the need for continued funding of programs of demonstrated effectiveness.

(b) With respect to programs for persons of limited English-speaking ability under this Act, the Secretary shall establish appropriate procedures to ensure that participants are provided with manpower training and related assistance and supportive services (where feasible, at times designed to meet the needs of individuals unable to attend during normal working hours) designed to increase the employment and training opportunities for unemployed and underemployed persons of limited English-speaking ability, including (A) the teaching of occupational skills in the primary language of such persons for occupations which do not require a high proficiency in English, and (B) developing new employment opportunities for limited English-speaking persons and opportunities for promotion within existing employment situations for such persons, including programs for the dissemination of appropriate information, and job placement, and counseling assistance, and the conduct of training and employment programs, in the primary language of such persons, as well as programs designed to increase the English-speaking ability of such persons.

(c) With respect to programs for offenders referred to in subsection (a), the Secretary shall establish appropriate procedures to insure that participants are provided with such manpower training and related assistance and support services (including basic education, drug addiction or dependency rehabilitation, health care and other services) which will enable them to secure and obtain meaningful employment. To ensure the objectives of this subsection, the Secretary may, wherever feasible, provide for appropriate arrangements with employers and labor organizations, appropriate parole, probationary and judicial authorities, and for the utilization of training equipment comparable to that currently used for the job in which training is furnished. To support such programs, the Secretary shall develop information concerning the special needs of offenders for such services, including special studies regarding the incidence of unemployment among offenders and the means of increasing employment opportunity for offenders.

(d) The Secretary shall carry out fully and effectively his responsibilities for the assignment of assistant veterans employment representatives under section 2003 of title 38, United States Code and his other responsibilities under chapter 41 of such title and for the listing of all suitable employment openings with local offices of the State employment service by Federal contractors and subcontractors and providing for the special emphasis as required by section 2012(a) of such title.

Indian Manpower Programs

Sec. 302. (a) The Congress finds that (1) serious unemployment and economic disadvantage exist among members of Indian and Alaskan native communities; (2) there is a compelling need for the establishment of comprehensive manpower training and employment programs for members of those communities; (3) such programs are essential to the reduction of economic disadvantage among individual members of those communities and to the advancement of economic and social development in these communities consistent with their goals and life styles.

(b) The Congress therefore declares that, because of the special relationship between the Federal Government and most of those to be served by the provisions of this section, (1) such programs can best be administered at the national level; (2) such programs shall be available to federally recognized Indian tribes, bands, and individuals and to other groups and individuals of native American descent such as, but not limited to, the Lummis in Washington, the Menominees in Wisconsin, the Klamaths in Oregon, the Oklahoma Indians, the Passamaquoddys and Penobscots in Maine, and Eskimos and Aleuts in Alaska; (3) such programs shall be administered in such a manner as to maximize the Federal commitment to support growth and development as determined by representatives of the communities and groups served by this part.

(c)(1) In carrying out his responsibilities under this section, the Secretary shall, wherever possible, utilize Indian tribes, bands or groups (including Alaska Native villages or groups as defined in the Alaska Native Claims Settlement Act of December 18, 1971 (85 Stat. 688)) having a governing body, for the provision of manpower services under this title. When the Secretary determines that such tribe, band, or group has demonstrated the capability to effectively administer a comprehensive manpower program, he shall require such tribe, band, or group to submit to him a comprehensive plan meeting the requirements of section 105.

(2) In carrying out his responsibilities under this section the Secretary shall make arrangements with prime sponsors and organizations (meeting requirements prescribed by the Secretary) serving non-reservation Indians for programs and projects designed to meet the needs of such Indians for employment and training and related services.

(d) Whenever the Secretary determines not to utilize Indian tribes, bands, or groups for the provisions of manpower services under this section, he shall, to the maximum extent feasible, enter into arrangements for the provision of such services with public or private nonprofit agencies which meet with the approval of the tribes, bands, or groups to be served.

(e) The Secretary is directed to take appropriate action to establish administrative procedures and machinery (including personnel having particular competence in this field) for the administration of Indian manpower programs authorized under this Act.

(f) Funds available for this section shall be expended for programs and activities consistent with the purposes of this part, including but not limited to such programs and activities carried out by eligible applicants under other provisions of this Act.

(g) For the purpose of carrying out this section, the Secretary shall reserve from funds available for this title an amount equal to not less than 4 percent of the amount allocated pursuant to section 103(a)(1).

(h) No provision of this section shall abrogate in any way the trust responsibilities of the Federal Government to Indian bands or tribes.

Migrant and Seasonal Farmworker Manpower Programs

Sec. 303. (a) The Congress finds and declares that—

(1) chronic seasonal unemployment and underemployment in the agricultural industry, substantially affected by recent advances in technology and mechanization, constitute a substantial portion of the Nation's rural manpower problem and substantially affects the entire national economy;

(2) because of the special nature of certain farmworker manpower problems such programs can best be administered at the national level.

(b)(1) Funds available for this section shall be expended for programs and activities consistent with the purposes of this section, including but not limited to programs and activities carried out by eligible applicants under other provisions of this Act.

(2) For the purpose of carrying out this section, the Secretary shall reserve from funds available for this title an amount equal to not less than 5 percent of the amount allocated pursuant to section 103(a)(1).

Sec. 304. (a) The Secretary may provide financial assistance in urban and rural areas, including areas having large concentrations or proportions of low-income, unemployed persons, and rural areas having substantial outmigration to urban areas, for comprehensive work and training programs, and necessary supportive and follow-up services, including the following:

(1) programs to provide part-time employment, on-the-job training, and useful work experience for students from low-income families who are in the ninth through twelfth grades of school (or are of an age equivalent to that of students in such grades) and who are in need of the earnings to permit them to resume or maintain attendance in school;

(2) programs to provide unemployed, underemployed, or low-income persons (aged sixteen and over) with useful work and training (which must include sufficient basic education and institutional or on-the-job training) designed to assist those persons to develop their maximum occupational potential and to obtain regular competitive employment;

(3) jobs, including those in recreation and related programs, for economically disadvantaged youths during the summer months;

(4) special programs which involve work activities directed to the needs of those chronically unemployed poor who have poor employment prospects and are unable, because of age, lack of employment opportunity, or otherwise, to secure appropriate employment or training assistance under other programs, and which, in addition to other services provided, will enable such persons to participate in projects for the betterment, physical improvement, or beautification of the community or areas served by the program;

(5) special programs which provide unemployed or low-income persons with jobs leading to career opportunities, including new types of careers, in programs designed to improve the physical, social, economic, or cultural condition of the community or area served;

(6) special services, when required, for middle-aged and older men and women, including recruitment, placement, and counseling for such persons who are unemployed as a result of the closing of a plant or factory or a permanent large-scale reduction in the work force of a locality, and provide grants to or contracts with prime sponsors to assist such sponsors in securing part-time or temporary employment for middle-aged and older persons; and

(7) other manpower programs conducted by community-based organizations.

(b) To the maximum extent feasible, programs or components of programs conducted under this section shall be linked to comprehensive work and training programs conducted by prime sponsors under title I of this Act, but the Secretary may provide financial assistance to a public agency or private organization other than a prime sponsor to carry out one or more component programs described in subsection (a) when he determines, after soliciting and considering comments of the appropriate prime sponsor, if any, that such assistance would enhance program effectiveness. In the case of programs under subsection (a)(1) of this section, financial assistance may be provided directly to local or State education agencies, after consultation with the Secretary of Health, Education, and Welfare, for the operation of such programs.

Consultation With Secretary of Health, Education, and Welfare

Sec. 306. The Secretary of Labor shall consult with the Secretary of Health, Education, and Welfare, with respect to arrangements for services of a health, education, or welfare character under this Act, and the Secretary of Health, Education, and Welfare shall solicit the advice and comments of State educational agencies with respect to education services. Such services include but are not limited to basic or general education; educational programs conducted for offenders; institutional training; health care, child care, and other supportive services; and new careers and job restucturing in the health, education, and welfare professions. When the Secretary of Labor arranges for the provision of basic education and vocational training directly, pursuant to the provisions of this title, he shall obtain the approval of the Secretary of Health, Education, and Welfare for such arrangements.

Part B—Research, Training, and Evaluation

Research

Sec. 311. (a) To assist the Nation in expanding work opportunities and assuring access to those opportunities for all who desire it, the Secretary shall establish a comprehensive program of manpower research utilizing the methods, techniques, and knowledge of the behavioral and social sciences and such other methods, techniques, and knowledge as will aid in the solution of the Nation's manpower problems. This program will include, but not be limited to, studies, the findings of which may contribute to the formulation of manpower policy; development or improvement of manpower programs; increased knowledge about labor market processes; reduction of unemployment and its relationships to price stability; promotion of more effective manpower development, training, and utilization; improved national, regional, and local means of measuring future labor demand and supply; enhancement of job opportunities; skill training to qualify employees for positions of greater skill, responsibility, and remuneration; meeting of manpower shortages; easing of the transition from school to work, from one job to another, and from work to retirement, opportunities and services for older persons who desire to enter or reenter the labor force, and for improvements of opportunities for employment and advancement through the reduction of discrimination and disadvantage arising from poverty, ignorance, or prejudice.

(b) The Secretary shall establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private non-profit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems, however, nothing in this subsection shall authorize the Secretary to carry out employment programs experimenting with subsidized wages in the private sector or with wages less than those established by the Fair Labor Standards Act of 1938, as amended, for employment subject to that Act. In carrying out this subsection with respect to programs designed to provide employment and training opportunities for low-income people, the Secretary shall consult with such other agencies as may be appropriate. Where programs under this section require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare.

(c) The Secretary is authorized to conduct, either directly or by way of contract, grant, or other arrangement, a thorough evaluation of all programs and activities conducted pursuant to this Act to determine the effectiveness of such programs and activities in meeting the special needs of disadvantaged, chronically unemployed, and low-income persons for meaningful employment opportunities and supportive services to continue or resume their education and employment and to become more responsible and productive citizens.

(d) The Secretary shall conduct such research and investigations as give promise of furthering the objectives of this Act either directly or through grants, contracts, or other arrangements.

Labor Market Statistics and Job Bank

Sec. 312. (a) The Secretary shall develop a comprehensive system of labor market information on a national, State, local, or other appropriate basis, which shall be made publicly available in a timely fashion.

(b) In addition to the monthly national unemployment statistics, the Secretary shall develop reliable methods, including the use of selected sample surveys, to produce more statistically accurate data on unemployment, underemployment and labor demand by State, local, and poverty areas.

(c) The Secretary shall develop preliminary data for an annual statistical measure of labor market related economic hardship in the nation. Among the factors to be considered in developing such a measure are unemployment, labor force participation, involuntary part-time employment, and full-time employment at less than poverty wages.

(d) The Secretary shall develop methods to establish and maintain more comprehensive household budget data at different levels of living, including a level of adequacy, to reflect the differences of household living costs in regions and localities, both urban and rural.

(e) The Secretary shall set aside, out of sums available to the department for any fiscal year including sums available under section 4(e) of this Act, an amount which he determines is necessary and appropriate to enable him to carry out the provisions of this section, and shall no later than sixty days after such sums are appropriated and made available notify the appropriate committees of the Congress of the amount so set aside and the basis for his determination of need and appropriateness.

(f) The Secretary shall report to the Senate Committee on Labor and Public Welfare and to the House Committee on Education and Labor the results of his efforts under subsections (a), (b), and (c) of this section by December 31, 1974.

(g) The Secretary shall establish and carry out a nationwide computerized job bank and matching program (utilizing the listing of all suitable employment openings with local offices of the State employment service by Federal contractors and subcontractors and providing for the special emphasis as required by section 2012(a) of title 38, United States Code) on a regional, State, and local basis, using electronic data processing and telecommunications systems to the maximum extent possible for the purpose of identifying sources of available persons and job vacancies, providing an expeditious means of matching the qualifications of unemployed, underemployed, and economically disadvantaged persons with employer requirements and job opportunities, and referring and placing such persons in jobs.

Evaluation

Sec. 313. (a) The Secretary shall provide for the continuing evaluation of all programs and activities conducted pursuant to this Act, including their cost in relation to their effectiveness in achieving stated goals, their impact on communities and participants, their implication for related programs, the extent to which they meet the needs of persons of various ages, and the adequacy of the mechanism for the delivery of services. In conducting the evaluations called for by this subsection, the Secretary shall compare the effectiveness of programs conducted by prime sponsors of the same class, of different classes, and shall compare the effectiveness of programs conducted by prime sponsors with similar programs carried out by the Secretary under section 110, or under title III. He shall also arrange for obtaining the opinions of participants about the strengths and weaknesses of the programs.

(b) In order to enable the Secretary to measure the relative and, where programs can be compared appropriately, comparative effectiveness of programs authorized under this Act and part C of title IV of the Social Security Act, he shall require that periodic reports be submitted to him. Reports submitted under this subsection shall contain data which shall include information on—

(1) enrollee characteristics, including age, sex, race, health, education level, and previous wage and employment experience;

(2) duration in training and employment situations, including information on the duration of employment of program participants for at least a year following the termination of federally assisted programs and comparable information on other employees or trainees of participating employers; and

(3) total dollar cost per trainee, including breakdown between salary or stipend, training and supportive services, and administrative costs.

From the information received pursuant to this section, the Secretary shall compile the information on a State, regional, and national basis.

(c) The Secretary is authorized to carry out a special program to demonstrate the efficacy of providing certificates or vouchers to economically disadvantaged, unemployed, and underemployed persons entitling private employers who provide employment, training, and services to each person volunteering to participate in such program to payment in amounts equal to the face value of the certificate for specified periods of time during which each person may not be fully productive.

Removal of Artificial Barriers to Employment and Advancement

Sec. 314. The Secretary, in consultation with appropriate departments and agencies of the Federal Government, shall conduct a continuing study of the extent to which artificial barriers to employment and occupation advancement, including civil service requirements and practices relating thereto, within agencies conducting programs under this Act, restrict the opportunities for employment and advancement within such agencies and shall develop and promulgate guidelines, based upon such study, setting forth recommendations for task and skill requirements for specific jobs and recommended job descriptions at all levels of employment, designed to encourage career employment and occupational advancement within such agencies.

Training and Technical Assistance

Sec. 315. The Secretary, in consultation with the Secretary of Health, Education, and Welfare, and other appropriate officials, where appropriate, shall provide directly or through grants, contracts, or other arrangements, preservice and inservice training for specialized, supportive, and supervisory or other personnel and technical assistance which is needed in connection with the programs established under this Act.

TITLE IV—JOB CORPS

Statement of Purpose

Sec. 401. This title establishes a Job Corps for low-income disadvantaged young men and women, sets forth standards and procedures for selecting individuals as enrollees in the Job Corps, authorizes the establishment of residential and nonresidential centers in which enrollees will participate in intensive programs of education, vocational training work experience, counseling and other activities, and prescribes various other powers, duties, and responsibilities incident to the operation and continuing development of the Job Corps. The purpose of this title is to assist young persons who need and can benefit from an unusually intensive program, operated in a group setting, to become more responsive, employable, and productive citizens; and to do so in a way that contributes, where feasible, to the development of National, State, and community resources, and to the development and dissemination of techniques for working with the disadvantaged that can be widely utilized by public and private institutions and agencies.

Establishment of the Job Corps

Sec. 402. There is established within the Department of Labor a "Job Corps."

Individuals Eligible for the Job Corps

Sec. 403. To become an enrollee in the Job Corps, a young man or woman must be a person who—

(1) is a permanent resident of the United States who has attained age fourteen but not attained age twenty-two at the time of enrollment;

(2) is a low-income individual or member of a low-income family who requires additional education, training, or intensive counseling and related assistance in order to secure and hold meaningful employment, participate successfully in regular schoolwork, qualify for other training programs suitable to his needs, or satisfy Armed Forces requirements;

(3) is currently living in an environment so characterized by cultural deprivation, a disruptive homelife, or other disorienting conditions as to substantially impair his prospects for successful participation in any other program providing needed training, education, or assistance;

(4) is determined, after careful screening as provided for in sections 404 and 405, to have the present capabilities and aspirations needed to complete and secure the full benefit of the program authorized in this title, and to be free of medical and behavioral problems so serious that he could not or would not be able to adjust to the standards of conduct and discipline or pattern of work and training which that program involves; and

(5) meets such other standards for enrollment as the Secretary may prescribe (including special standards for the enrollment on a residential basis of 14 and 15 year olds) and agrees to comply with all applicable Job Corps rules and regulations.

Screening and Selection of Applicants—General Provisions

Sec. 404. (a) The Secretary shall prescribe necessary rules for the screening and selection of applicants for enrollment in the Job Corps. To the extent practicable, rules established under this section shall be implemented through arrangements which make use of agencies and organizations such as community action agencies, public employment offices, professional groups, and labor organizations. The rules shall establish specific standards and procedures for conducting screening and selection activities; shall encourage recruitment through agencies and individuals having contact with youths over substantial periods of time and able, accordingly, to offer reliable information as to their needs and problems; and shall provide for necessary consultation with other individuals and organizations, including court, probation, parole, law enforcement, education, welfare, and medical authorities and advisers. The rules shall also provide for—

(1) the interviewing of each applicant for the purpose of—

(A) determining whether his educational and vocational needs can best be met through the Job Corps or any alternative program in his home community;

(B) obtaining from the applicant pertinent data relating to his background, needs, and interests for evaluation in determining his eligibility and potential assignment; and

(C) giving the applicant a full understanding of the Job Corps program and making clear what will be expected of him as an enrollee in the event of his acceptance; and

(2) the conduct of a careful and systematic inquiry concerning the applicant's background for the effective development and, as appropriate, clarification of information concerning his age, citizenship, school and draft status, health, employability, past behavior, family income environment, and other matters related to a determination of his eligibility.

(b) The Secretary shall make no payments to any individual or organization solely as compensation for the service of referring the names of candidates for enrollment in the Job Corps.

(c) The Secretary shall take all necessary steps to assure that the enrollment of the Job Corps includes an appropriate number of candidates selected from rural areas, taking into account the proportion of eligible youth who reside in rural areas and the need to provide residential facilities for such youth in order to meet problems of wide geographic dispersion.

Screening and Selection—Special Limitations

Sec. 405. (a) No individual shall be selected as an enrollee unless it is determined that there is reasonable expectation that he can participate successfully in group situations and activities with other enrollees, that he is not likely to engage in actions or behavior that would prevent other enrollees from receiving the benefit of the program or be incompatible with the maintenance of sound discipline and satisfactory relationships between any center to which he might be assigned and surrounding communities, and that he manifests a basic understanding of both the rules to which he will be subject and of the consequences of failure to observe those rules. Before selecting an individual who has a history of serious and violent behavior against persons or property, repetitive delinquent acts, narcotics addiction, or other major behavioral aberrations, the Secretary of Labor shall obtain a finding from a professionally qualified person who knows such potential enrollee's individual situation that there is reasonable expectation that his conduct will not be inimical to the goals and success of the Job Corps and that the opportunity provided by the Job Corps will help him to overcome his problem.

(b) An individual who otherwise qualifies for enrollment may be selected even though he is on probation or parole, but only if his release from the immediate supervision of the cognizant probation or parole officials is mutually satisfactory to those officials and the Secretary, does not violate applicable laws or regulations, and if the Secretary has arranged to provide all supervision of the individual and all reports to State or other authorities that may be necessary to comply with applicable probation or parole requirements.

Enrollment and Assignment

Sec. 406. (a) No individual may be enrolled in the Job Corps for more than two years, except as the Secretary may authorize in special cases.

(b) Enrollment in the Job Corps shall not relieve any individual of obligations under the Military Selective Service Act (50 U.S.C. App. 451 et seq.).

(c) Each enrollee (other than a native and citizen of Cuba described in section 609(3) of the Economic Opportunity Act of 1964 or a permanent resident of the Trust Territory of the Pacific Islands) must take and subscribe to an oath or affirmation in the following form: "I do solemnly swear (or affirm) that I bear true faith and allegiance to the United States of America and will support and defend the Constitution and laws of the United States against all its enemies foreign and domestic." The provisions of section 1001 of title 18, United States Code, shall be applicable to this oath or affirmation.

(d) After the Secretary has determined whether an enrollee is to be assigned to a men's training center, a conservation center, or a women's training center, the enrollee, shall be assigned to the center of the appropriate type in which a vacancy exists which is closest to the enrollee's home, except that the Secretary, on an individual basis, may waive this requirement when overriding considerations justify such action. Assignments to centers in areas more remote from the enrollee's home shall be carefully limited to situations in which such action is necessary in order to insure an equitable opportunity for disadvantaged youth from various sections of the country to participate in the program, to prevent undue delays in the assignment of individual enrollees, to provide an assignment which adequately meets the educational or other needs of the enrollee or is necessary for efficiency and economy in the operation of the program.

(e) Assignments of male enrollees shall be made so that, at any one time, at least 40 per centum of those enrollees are assigned to conservation centers as described in section 407, or to other centers or projects where their work activity is primarily directed to the conservation, development, or management of public natural resources or recreational areas and is performed under the direction of personnel of agencies regularly responsible for the functions relating to such resources or areas.

Job Corps Centers

Sec. 407. (a) The Secretary may make agreements with Federal, State, or local agencies, or private organizations for the establishment and operation of Job Corps centers. Job Corps centers may be residential or nonresidential in character, or both, and shall be designed and operated so as to provide enrollees, in a well-supervised setting, with education, vocational training, work experience (either in direct program activities or through arrangements with employers), counseling, and other services appropriate to their needs. The centers shall include conservation centers, to be known as Civilian Conservation Centers, to be located primarily in rural areas and to provide, in addition to other training and assistance, programs of work experience focused upon activities to conserve, develop, or manage public natural resources or public recreational areas or to assist in developing community projects in the public interest. The centers shall also include men's and women's training centers to be located in either urban or rural areas and to provide activities which shall include training and other services appropriate for enrollees who can be expected to participate successfully in training for specific types of skilled or semiskilled employment.

(b) To the extent feasible, men's and women's training centers shall offer education and vocational training opportunities, together with supportive services, on a nonresidential basis to participants in programs described in title I of this Act. Such opportunities may be offered on a reimbursable basis or through such other arrangements as the Secretary may specify.

Program Activities

Sec. 408. (a) Each Job Corps center shall be operated so as to provide enrollees with an intensive, well-organized and fully supervised program of education, vocational training, work experience, planned avocational and recreational activities, physical rehabilitation and development, and counseling. To the fullest extent feasible, the required program for each enrollee shall include activities designed to assist him in choosing realistic career goals, coping with problems he may encounter in his home community or in adjusting to a new community, and planning and managing his daily affairs in a manner that will best contribute to a long-term upward mobility. Center programs shall include required participation in center maintenance support and related work activity as appropriate to assist enrollees in increasing their sense of contribution, responsibility, and discipline.

(b) To the extent practicable, the Secretary may arrange for enrollee education and vocational training through local public or private educational agencies, vocational educational institutions, or technical institutes where such institutions or institutes can provide training comparable in cost and substantially equivalent in quality to that which he could provide through other means.

(c) Arrangements for education shall, to the extent feasible, provide opportunities for qualified enrollees to obtain the equivalent of a certificate of graduation from high school. The Secretary, with the concurrence of the Secretary of Health, Education, and Welfare, shall develop certificates to be issued to enrollees who have satisfactorily completed their services in the Job Corps and which will reflect the enrollee's level of educational attainment.

(d) The Secretary shall prescribe regulations to assure that Job Corps work-experience programs or activites do not displace presently employed workers or impair existing contracts for service and will be coordinated with other work-experience programs in the community.

Allowances and Support

Sec. 409. (a) The Secretary may provide enrollees with such personal, travel and leave allowances, and such quarters, subsistence, transportation, equipment, clothing, recreational services, and other expenses as he may deem necessary or appropriate to their needs. Personal allowances shall be established at a rate not to exceed $35 per month during the first six months of an enrollee's participation in the program and not to exceed $50 per month thereafter, except that allowances in excess of $35 per month, but not exceeding $50 per month, may be provided from the beginning of an enrollee's participation if it is expected to be of less than six months' duration and the Secretary is authorized to pay personal allowances in excess of the rates specified herein in unusual circumstances as determined by him. Such allowances shall be graduated up to the maximum so as to encourage continued participation in the program, achievement and the best use by the enrollee of the funds so provided and shall be subject to reduction in appropriate cases as a disciplinary measure. To the degree reasonable, enrollees shall be required to meet or contribute to costs associated with their individual comfort and enjoyment from their personal allowances.

(b) The Secretary shall prescribe specific rules governing the accrual of leave by enrollees. Except in the case of emergency, he shall in no event assume transportation costs connected with leave of any enrollee who has not completed at least six months service in the Job Corps.

(c) The Secretary may provide each former enrollee upon termination, a readjustment allowance at a rate not to exceed $50 for each month of satisfactory participation in the Job Corps. No enrollee shall be entitled to a readjustment allowance, however, unless he has remained in the program at least ninety days, except in unusual circumstances as determined by the Secretary. The Secretary may, from time to time, advance to or on behalf of an enrollee such portions of his readjustment allowances as the Secretary deems necessary to meet extraordinary financial obligations incurred by that enrollee; and he may also, pursuant to rules or regulations, reduce the amount of an enrollee's readjustment allowance as a penalty for misconduct during participation in the Job Corps. In the event of an enrollee's death during his period of service, the amount of any unpaid readjustment allowance shall be paid in accordance with the provisions of section 5582 of title 5, United States Code.

(d) Under such circumstances as the Secretary may determine, a portion of the readjustment allowance of an enrollee not exceeding $25 for each month of satisfactory service may be paid during the period of service of the enrollee directly to a spouse or child of an enrollee or to any other relative who draws substantial support from the enrollee, and any sum so paid shall be supplemented by the payment of an equal amount by the Secretary.

Standards of Conduct

Sec. 410. (a) Within Job Corps centers standards of conduct and deportment shall be provided and stringently enforced. In the case of violations committed by enrollees, dismissals from the Corps or transfers to other locations shall be made in every instance where it is determined that retention in the Corps, or in the particular Job Corps center, will jeopardize the enforcement of such standards of conduct and deportment or diminish the opportunity of other enrollees.

(b) In order to promote the proper moral and disciplinary conditions in the Job Corps, the individual directors of Job Corps centers shall be given full authority to take appropriate disciplinary measures against enrollees including, but not limited to, dismissal from the Job Corps, subject to expeditious appeal procedures to higher authority, as provided under regulations established by the Secretary.

Community Participation

Sec. 411. The Secretary shall encourage and shall cooperate in activities designed to establish a mutually beneficial relationship between Job Corps centers and surrounding or nearby communities. These activities shall include the establishment of community advisory councils to provide a mechanism for joint discussion of common problems and for planning programs of mutual interest. Whenever possible, such advisory councils shall be formed by and coordinated under the local community action agency. Youth participation in advisory council affairs shall be encouraged and where feasible separate youth councils may be established, to be composed of representative enrollees and representative young people from the communities. The Secretary shall establish necessary rules and take necessary action to assure that each center is operated in a manner consistent with this section with a view to achieving, so far as possible, objectives which shall include—

(1) giving community officials appropriate advance notice of changes in center rules, procedures, or activities that may affect or be of interest to the community;

(2) affording the community a meaningful voice in center affairs of direct concern to it, including policies governing the issuance and terms of passes to enrollees;

(3) providing center officials with full and rapid access to relevant community groups and agencies, including law enforcement agencies and agencies which work with young people in the community;

(4) encouraging the fullest practicable participation of enrollees in programs or projects for community improvement or betterment, with adequate advance consultation with business, labor, professional, and other interested community groups and organizations;

(5) arranging recreational, athletic, or similar events in which enrollees and local residents may participate together;

(6) providing community residents with opportunities to work with enrollees directly, as part-time instructors, tutors, or advisers, either in the center or in the community;

(7) developing, where feasible, job or career opportunities for enrollees in the community; and

(8) promoting interchanges of information and techniques among, and cooperative projects involving, the center and community schools, educational institutions, and agencies serving young people.

Counseling and Job Placement

Sec. 412. (a) The Secretary shall provide for the counseling and testing of each enrollee at regular intervals to follow his progress in educational and vocational programs.

(b) The Secretary shall counsel and test each enrollee prior to his scheduled termination to determine his capabilities and shall place him in a job in the vocation for which he is trained and in which he is likely to succeed, or shall assist him in attaining further training or education. In placing enrollees in jobs, the Secretary shall utilize the United States Employment Service to the fullest extent possible.

(c) The Secretary of Labor shall make arrangements to determine the status and progress of terminees and to assure that their need for further education, training, and counseling are met.

(d) Upon termination of an enrollee's training, a copy of his pertinent records, including data derived from his counseling and testing, other than confidential information, shall be made available immediately to the Department of Labor and the Office of Economic Opportunity.

(e) The Secretary shall, to the extent feasible in accordance with section 637(b) of the Economic Opportunity Act of 1964, arrange for the readjustment allowance provided for in section 409(c) of this Act, less any sums already paid pursuant to subsection (d) of that section, to be paid to former enrollees (who have not already found employment) at the public employment service office nearest the home of any such former enrollee if he is returning to his home, or at the nearest such office to the community in which the former enrollee has indicated an intent to reside. The Secretary shall make arrangements by which public employment service officers will maintain records regarding former enrollees who are thus paid at such offices including information as to—

(1) the number of former enrollees who have declined the offices' help in finding a job;

(2) the number who were successfully placed in jobs without further education or training;

(3) the number who were found to require further training before being placed in jobs and the types of training programs in which they participated; and

(4) the number who were found to require further remedial or basic education in order to qualify for training programs, together with information as to the types of programs for which such former enrollees were found unqualified for enrollment.

If the Secretary deems it advisable to utilize the services of any other public or private organization or agency in lieu of the public employment office, he shall arrange for that organization or agency to make the payment of the readjustment allowance and maintain the same types of records regarding former enrollees as are herein specified for maintenance by public employment service offices, and shall furnish copies of such records to the Secretary. In the case of enrollees who are placed in jobs by the Secretary prior to the termination of their participation in the Job Corps, the Secretary shall maintain records providing pertinent placement and follow-up information.

Evaluation: Experimental and Developmental Projects

Sec. 413. (a) The Secretary shall provide for the careful and systematic evaluation of the Job Corps program, directly or by contracting for independent evaluations, with a view to measuring specific benefits, so far as practicable, and providing information needed to assess the effectiveness of program procedures, policies, and methods of operation. In particular, this evaluation shall seek to determine the costs and benefits resulting from the use of residential as opposed to nonresidential facilities, from the use of facilities combining residential and nonresidential components, from the use of centers with large as opposed to small enrollments, and from the use of different types of program sponsors, including public agencies, institutions of higher education, boards of education, and private corporations. The evaluation shall also include comparisons with proper control groups composed of persons who have not participated in the program. In carrying out such evaluations, the Secretary shall arrange for obtaining the opinions of participants about the strengths and weaknesses of the program and shall consult with other agencies and officials in order to compare the relative effectiveness of Job Corps techniques with those used in other programs, and shall endeavor to secure, through employers, schools, or other Government and private agencies specific information concerning the residence of former enrollees, their employment status, compensation, and success in adjusting to community life. The Secretary shall also secure, to the extent feasible, similar information directly from enrollees at appropriate intervals following their completion of the Job Corps program. The results of such evaluation shall be published and shall be summarized in the annual report of the Secretary.

(b) The Secretary may undertake or make grants or contracts for experimental, research, or demonstration projects directed to developing or testing ways of securing the better use of facilities, of encouraging a more rapid adjustment of enrollees to community life that will permit a reduction in the period of their enrollment, of reducing transportation and support costs, or of otherwise promoting greater efficiency and effectiveness in the program authorized under this part. These projects shall include one or more projects providing youths with education, training, and other supportive services on a combined residential and nonresidential basis. The Secretary may, if he deems it advisable, undertake one or more pilot projects designed to involve youth who have a history of serious and violent behavior against persons or property, repetitive delinquent acts, narcotics addiction, or other behavioral aberrations. Projects under this subsection shall be developed after appropriate consultation with other Federal or State agencies conducting similar or related programs or projects and with the prime sponsors, in the communities where the projects will be carried out. They may be undertaken jointly with other Federal or federally assisted programs, and funds otherwise available for activities under those programs shall, with the consent of the head of any agency concerned, be available to projects under this section to the extent they include the same or substantially similar activities. The Secretary may waive any provision of this title which he finds would prevent the carrying out of elements of projects under this subsection essential to a determination of their feasibility and usefulness. He shall, in the annual report of the Secretary, report to the Congress concerning the actions taken under this section, including a full description of progress made in connection with combined residential and nonresidential projects.

(c) In order to determine whether upgraded vocational education schools could eliminate or substantially reduce the school dropout problem, and to demonstrate how communities could make maximum utilization of existing educational and training facilities, the Secretary in cooperation with the Commissioner of Education, shall enter into one or more agreements with State educational agencies to pay the cost of establishing and operating model community vocational education schools and skill centers. Such facilities shall be centrally located in an urban area having a high dropout rate, a large number of unemployed youths, and a need in the area for a combination vocational school and skill center. No such agreement shall be entered into unless it contains provisions designed to assure that—

(1) a job survey be made of the area;

(2) the training program of the school and skill center reflect the job market needs as projected by the survey;

(3) an advisory committee composed of representatives of business, labor, education, and community leaders be formed to follow the center's activities and to make periodic recommendations regarding its operation;

(4) arrangements have been worked out with schools in the area and the administrator of the skill center for maximum utilization of the center both during and after school hours; and

(5) such accounting and evaluation procedures as the Secretary and the Commissioner of Education deem necessary to carry out the purpose of this project will be provided.

Advisory Boards and Committees

Sec. 414. The Secretary shall make use of advisory committees or boards in connection with the operation of the Job Corps, and the operation of Job Corps centers, whenever he determines that the availability of outside advice and counsel on a regular basis would be of substantial benefit in identifying and overcoming problems, in planning program or center developmet, or in strengthening relationships between the Job Corps and agencies, institutions, or groups engaged in related activities. Nothing in this section shall be considered as limiting the functions of the National Advisory Council, established pursuant to section 605 of the Economic Opportunity Act of 1964, with respect to any matter or question involving the Job Corps; but this shall not prevent the establishment through or in cooperation with the National Advisory Council of one or more boards or committees under this section.

Participation of the States

Sec. 415. (a) The Secretary shall take necessary action to facilitate the effective participation of States in the Job Corps program, including, but not limited to, consultation with appropriate State agencies on matters pertaining to the enforcement of applicable State laws, standards of enrollee conduct and discipline, the development of meaningful work experience and other activities for enrollees, and coordination with State-operated programs.

(b) The Secretary may enter into agreements with States to assist in the operation or administration of State-operated programs which carry out the purpose of this part. The Secretary may, pursuant to regulations, pay part or all of the operative or administrative costs of such programs.

(c) No Job Corps center or other similar facility designed to carry out the purpose of this Act shall be established within a State unless a plan setting forth such proposed establishment has been submitted to the Governor, and such plan has not been disapproved by him within 30 days of such submission.

Application of Provisions of Federal Law

Sec. 416. (a) Except as otherwise specifically provided in the following paragraphs of this subsection, and in section 8143(a) of title 5, United States Code, enrollees in the Job Corps shall not be considered Federal employees and shall not be subject to the provisions of law relating to Federal employment including those regarding hours of work, rates of compensation, leave, unemployment compensation, and Federal employee benefits:

(1) For purposes of the Internal Revenue Code of 1954 (26 U.S.C. 1 et seq.) and title II of the Social Security Act (42 U.S.C. 401 et seq.), enrollees shall be deemed employees of the United States and any service performed by an individual as an enrollee shall be deemed to be performed in the employ of the United States.

(2) For purposes of subchapter I of chapter 81 of title 5 of the United States Code (relating to compensation to Federal employees for work injuries), enrollees shall be deemed civil employees of the United States within the meaning of the term "employee" as defined in section 8101 of title 5, United States Code, and the provisions of that subchapter shall apply except as follows:

(A) The term "performance of duty" shall not include any act of an enrollee while absent from his or her assigned post of duty, except while participating in an activity (including an activity while on pass or during travel to or from such post of duty) authorized by or under the direction and supervision of the Job Corps;

(B) In computing compensation benefits for disability or death, the monthly pay of an enrollee shall be deemed that received under the entrance salary for a grade GS-2 employee, and sections 8113 (a) and (b) of title 5, United States Code, shall apply to enrollees; and

(C) Compensation for disability shall not begin to accrue until the day following the date on which the injured enrollee is terminated.

(3) For purposes of the Federal tort claims provisions in title 28, United States Code, enrollees shall be considered employees of the Government.

(b) Whenever the Secretary finds a claim for damage to persons or property resulting from the operation of the Job Corps to be a proper charge against the United States, and it is not cognizable under section 2672 of title 28, United States Code, he may adjust and settle it in an amount not exceeding $500.

(c) Personnel of the uniformed services who are detailed or assigned to duty in the performance of agreements made by the Secretary for the support of the Corps shall not be counted in computing strength under any law limiting the strength of such services or in computing the percentage authorized by law for any grade therein.

Special Limitations

Sec. 417. (a) The Secretary shall not use any funds made available to carry out this part for the fiscal year ending June 30, 1968, in a manner that will increase the residential capacity of Job Corps centers above forty-five thousand enrollees.

(b) The Secretary shall take necessary action to assure that on or before June 30, 1968, of the total number of Job Corps enrollees receiving training at least 25 per centum shall be women. The Secretary shall immediately take steps to achieve an enrollment ratio of 50 per centum women enrollees in training in the Job Corps consistent with (1) efficiency and economy in the operation of the program, (2) sound administrative practice, and (3) the socioeconomic, educational, and training needs of the population to be served.

(c) The Secretary shall take necessary action to assure that for any fiscal year the direct operating costs of Job Corps centers which have been in operation for more than nine months do not exceed $6,900 per enrollee.

(d) The Secretary shall take necessary action to assure that all studies, evaluations, proposals, and data produced or developed with Federal funds in the course of the operation of any conservation or training center shall become the property of the United States.

Political Discrimination and Political Activity

Sec. 418. (a) No officer or employee of the executive branch of the Federal Government shall make any inquiry concerning the political affiliation or beliefs of any enrollee or applicant for enrollment in the Corps. All disclosures concerning such matters shall be ignored, except as to such membership in political parties or organizations as constitutes by law a disqualification for Government employment. No discrimination shall be exercised, threatened, or promised by any person in the executive branch of the Federal Government against or in favor of any enrollee in the Corps, or any applicant for enrollment in the Corps because of his political affiliation or beliefs, except as may be specifically authorized or required by law.

(b) No officer, employee, or enrollee of the Corps shall take any active part in political management or in political campaigns, except as may be provided by or pursuant to statute, and no such officer, employee, or enrollee shall use his official position or influence for the purpose of interfering with an election or affecting the result thereof. All such persons shall retain the right to vote as they may choose and to express, in their private capacities, their opinions on all political subjects and candidates. Any officer, employee, enrollee, or other Federal employee who solicits funds for political purposes from members of the Corps shall be in violation of section 602 of title 18, United States Code.

(c) Whenever the United States Civil Service Commission finds that any person has violated the provisions of this section, it shall, after giving due notice and opportunity for explanation to the officer or employee or enrollee concerned, certify the facts to the Secretary with specific instructions as to discipline or dismissal or other corrective actions.

Administrative Provisions

Sec. 419. (a) In carrying out the provisions of this title, the Secretary shall have the same powers as the Director of the Office of Economic Opportunity under section 602 of the Economic Opportunity Act of 1964.

(b) The provisions of section 603 of this Act shall apply to this title only to the extent that such provisions are consistent with the provisions of this title.

TITLE V—NATIONAL COMMISSION FOR MANPOWER POLICY

Findings and Declaration of Purpose

Sec. 501. (a) The Congress finds and declares that the responsibility for the development, administration, and coordination of programs of training and manpower development generally is so diffused and fragmented at all levels of government that it has been impossible to develop rational priorities in these fields, with the result that even good programs have proved to be far less effective than could be reasonably be expected. The Congress further finds that the lack of a coherent, flexible, national manpower policy reduces our prospects of solving economic and social problems which threaten fundamental national interests and objectives.

(b) Accordingly, the purpose of this title is to establish a National Commission for Manpower Policy which will have the responsibility for examining these issues, for suggesting ways and means of dealing with them, and for advising the Secretary on national manpower issues.

Commission Established

Sec. 502. (a) There is established a National Commission for Manpower Policy (hereinafter referred to as the "Commission") which shall consist of seventeen members selected as follows—

(1) the Secretary of Labor, the Secretary of Health, Education, and Welfare, the Secretary of Defense, the Secretary of Commerce, the Secretary of Agriculture, and the Administrator of the Veterans' Affairs; and

(2) eleven members broadly representative of labor, industry, commerce, education (including vocational and technical education), State and local elected officials involved with manpower programs, persons served by manpower programs and of the general public appointed by the President.

(b) The Commission shall meet at the call of the Chairman, who shall be selected by the President and who shall be one of the ten appointed public members, but not fewer than three times a year.

(c) The Chairman (with the concurrence of the Commission) shall appoint a Director, who shall be the chief executive officer of the Commission and shall perform such duties as are prescribed by the Chairman. The Director may appoint, with the concurrence of the Chairman and the Secretary of Labor, such clerical staff as are necessary. The Commission may utilize such staff from the Department of Labor, the Department of Health, Education, and Welfare, and such other Federal agencies as may be available to assist the Commission in carrying out its responsibilities.

(d) The Commission may accept in the name of the Department of Labor and employ or dispose of gifts or bequests, to carry out its responsibilities under this title.

(e) Members of the Commission who are not officers or employees of the Federal Government shall be paid compensation at a rate of up to the per diem equivalent of the rate for GS-18 when engaged in the work of the Commission, including traveltime, and shall be allowed travel expenses and per diem in lieu of subsistence as authorized by law (5 U.S.C. 5703) for persons in the Government service employed intermittently and receiving compensation on a per diem, when actually employed, basis.

Functions of the Commission

Sec. 503. The Commission shall—

(1) identify the manpower goals and needs of the Nation and assess the extent to which employment and training, vocational education, institutional training, vocational rehabilitation, economic opportunity, and other programs under this and related Acts represent a consistent, integrated, and coordinated approach to meeting such needs and achieving such goals;

(2) conduct such studies, hearings, research, or other activities as it deems necessary to enable it to formulate appropriate recommendations;

(3) examine and evaluate the effectiveness of any federally assisted manpower development programs (including those assisted under this Act), with particular reference to the contributions of such programs to the achievement of objectives sought by the recommendations under clause (2) of this section;

(4) examine and evaluate major Federal programs which are intended to (or potentially could) contribute to achieving major objectives of existing manpower and related legislation or those set forth in the recommendations of the Commission and particularly the programs which are designed (or could be designed) to develop information and knowledge about manpower problems through research and demonstration projects or to train personnel in fields (such as occupational counseling, guidance, and placement) which are vital to the success of manpower programs; and

(5) evaluate and make recommendations to the Congress with respect to the report of the Secretary required under section 506, and continue to make studies of the impact of energy shortages upon manpower needs and include these findings and recommendations with respect thereto in the reports required by section 505.

Coordination Study

Sec. 504. The Commission shall conduct a study of the utilization and interrelation of programs of manpower training with closely associated programs such as those conducted under the Wagner-Peyser Act, the work incentives program under part C of title IV of the Social Security Act, and others of similar nature, with a view to determining how they could be better coordinated and more effectively combined to serve individuals, particularly at the State and local levels, and shall make a report of their findings and recommendations to the President and the Congress not later than January 31, 1975.

Reports

Sec. 505. The Commission shall make at least annually a report of its findings and recommendations to the President and the Congress, and the first such report shall be transmitted not later than September 1, 1974. The Commission may make such interim reports or recommendations to the Secretary of Labor or to the heads of other Federal departments and agencies, and in such form, as it may deem desirable.

Energy Study

Sec. 506. The Secretary shall, immediately upon enactment of this Act, make a study of the impact of energy shortages, including fuel rationing, upon manpower needs. The Secretary shall make a report of his findings and recommendations thereon to the Congress and to the Commission not later than March 31, 1974.

TITLE VI—GENERAL PROVISIONS

Definitions

Sec. 601. (a) As used in this Act, the term—

(1) "Community-based organizations" means organizations which are representative of communities or significant segments of the communities and which provide manpower services (for example, Opportunities Industralization Centers, Jobs for Progress, Mainstream, and Community Action Agencies).

(2) "Governor" means the chief executive of any State.

(3) "Health care" includes, but is not limited to, preventive and clinical medical treatment, family planning services, nutrition services, and appropriate psychiatric, psychological, and prosthetic services, to the extent any such treatment or services are necessary to enable the recipient of manpower services to obtain or retain employment.

(4) "Low-income level" means $7,000 with respect to income in 1969, and for any later year means that amount which bears the same relationship to $7,000 as the Consumer Price Index for that year bears to the Consumer Price Index for 1969, rounded to the nearest $1,000.

(5) "Manpower allotment" means sums received by a State or area under title I of this Act for any fiscal year (or, where applicable, under title II of the Manpower Development and Training Act of 1962, and part B of title I of the Economic Opportunity Act of 1964).

(6) "Offender" means any adult or juvenile who is confined in any type of correctional institution and also includes any individual or juvenile assigned to a community based facility or subject to pretrial,

probationary, or parole or other stages of the judicial correctional or probationary process where manpower training and services may be beneficial, as detemined by the Secretary, after consultation with judicial, correctional, probationary, or other appropriate authorities.

(7) "Public service" includes, but is not limited to, work in such fields as environmental quality, health care, education, public safety, crime prevention and control, prison rehabilitation, transportation, recreation, maintenance of parks, streets, and other public facilities, solid waste removal, pollution control, housing and neighborhood improvements, rural development, conservation, beautification, veterans outreach, and other fields of human betterment and community improvement.

(8) "Secretary" means the Secretary of Labor.

(9) "State" includes the District of Columbia, the Commonwealth of Puerto Rico, the Virgin Islands, Guam, American Samoa, and the Trust Territory of the Pacific Islands.

(10) "Unit of general local government" means any city, municipality, county, town, township, parish, village or other general purpose political subdivision which has the power to levy taxes and spend funds, as well as general corporate and police powers.

(11) "Underemployed persons" means—

(A) persons who are working part-time but seeking full-time work;

(B) persons who are working full-time but receiving wages below the poverty level determined in accordance with criteria as established by the Director of the Office of Management and Budget.

(12) "Unemployed persons" means—

(A) persons who are without jobs and who want and are available for work; and

(B) except for purposes of sections 103 and 202, adults who or whose families receive supplemental security income or money payments pursuant to a State plan approved under title I, IV, X, or XVI of the Social Security Act or would, as defined in regulations to be issued by the Secretary, be eligible for such payments but for the fact that both parents are present in the home (1) who are determined by the Secretary of Labor, in consultation with the Secretary of Health, Education, and Welfare, to be available for work, and (2) who are either (i) persons without jobs, or (ii) persons working in jobs providing insufficient income to enable such persons and their families to be self-supporting without welfare assistance;

and the determination of whether persons are without jobs shall be made in accordance with the criteria used by the Bureau of Labor Statistics of the Department of Labor in defining persons as unemployed, but such criteria shall not be applied differently on account of a person's previous employment.

(13) "Wagner-Peyser Act" means "An Act to provide for the establishment of a national employment system and for cooperation with the States in the promotion of such system, and for other purposes," approved June 6, 1933 (48 Stat. 113), as amended (29 U.S.C. 49 et seq.).

(b) As used in section 208(c) of this Act, the term "area" means—

(1) where the applicant is an eligible unit of government or an Indian tribe, that geographical area over which the applicant exercises general political jurisdiction, or

(2) where the applicant is a public agency or institution which is a subdivision of an eligible unit of government, that geographical area over which such unit of government exercises general political jurisdiction.

Legal Authority

Sec. 602. (a) The Secretary may, in accordance with chapter 5 of title 5, United States Code, prescribe such rules, regulations, guidelines, and other published interpretations under this Act as he deems necessary. Rules, regulations, guidelines and other published interpretations or orders may include adjustments authorized by section 204 of the Intergovernmental Cooperation Act of 1968. For purposes of chapter 5 of such title any condition or guideline for receipt of financial assistance shall be deemed a rule to which section 553 applies. All such rules, regulations, guidelines, and other published interpretations or orders under this Act shall be published in the Federal Register at least thirty days prior to their effective date. Copies of all such rules, regulations, guidelines, and other published interpretations or orders shall be transmitted to the appropriate committees of the Congress at the same time and shall contain with respect to each material provision of such rules, regulations, guidelines, and other published interpretations or orders, citations to the particular substantive section of law which is the basis therefor.

(b) The Secretary may make such grants, contracts, or agreements, establish such procedures (subject to such policies, rules, and regulations as he may prescribe), and make such payments, in installments and in advance or by way of reimbursement, or otherwise allocate or expend funds made available under this Act, as he may deem necessary to carry out the provisions of this Act, including (without regard to the provisions of section 4774(d) of title 10, United States Code) expenditures for construction, repairs, and capital improvements, and including necessary adjustments in payments on account of overpayments or underpayments. The Secretary may also withhold funds otherwise payable under this Act, but only in order to recover any amounts expended in the current or immediately prior fiscal year in violation of any provision of this Act or any term or condition of assistance under this Act.

Conditions Applicable to All Programs

Sec. 603. The Secretary shall not provide financial assistance for any program under this Act unless—

(1) the grant, contract, or agreement with respect thereto specifically provides that no person with responsibilities in the operation of such program will discriminate with respect to any program participant or any applicant for participation in such program because of race, creed, color, national origin, sex, political affiliation, or beliefs;

(2) such program does not involve political activities;

(3) participants in the program will not be employed on the con-

struction, operation, or maintenance of so much of any facility as is used or to be used for sectarian instruction or as a place for religious worship;

(4) conditions of employment or training will be appropriate and reasonable in the light of such factors as the type of work, geographical region, and proficiency of the participant;

(5) appropriate standards for the health, safety, and other conditions applicable to the performance of work and training on any project are established and will be maintained;

(6) appropriate workmen's compensation protection will be provided to all participants;

(7) the program will not result in the displacement of employed workers or impair existing contracts for services or result in the substitution of Federal for other funds in connection with work that would otherwise be performed;

(8) persons shall not be referred for training in an occupation which requires less than two weeks of preemployment training unless there are immediate employment opportunities available in that occupation;

(9) training and related services under any such program are designed, to the maximum extent practicable, consistent with every individual's fullest capabilities, to lead to employment opportunities enabling participants to become economically self-sufficient;

(10) no person shall be referred for training authorized under paragraph (3) or (4) of section 101 unless the Secretary or the prime sponsor, as appropriate, shall have determined that there is a reasonable expectation of employment for such person in the occupation for which he is being trained;

(11) funds will be used to supplement, to the extent practicable, the level of funds that would otherwise be made available from non-Federal sources for the purpose of planning and administration of programs within the scope of this Act and not to supplant such other funds;

(12) the applicant will make such reports, in such form and containing such information as the Secretary may from time to time require, and will keep such records and afford such access thereto as the Secretary may find necessary to assure that funds are being expended in accordance with the provisions of this Act;

(13) the program will, to the maximum extent feasible, contribute to the occupational development or upward mobility of individual participants;

(14) the program has adequate internal administrative controls, accounting requirements, personnel standards, evaluation procedures, availability of inservice training and technical assistance programs, and other policies as may be necessary to promote the effective use of funds; and

(15) the program makes appropriate provision for the manpower needs of youths in the area to be served.

Special Limitation

Sec. 604. (a) No authority conferred by this Act shall be used to enter into arrangements for, or otherwise establish, any training programs in the lower wage industries in jobs where prior skill or training is typically not a prerequisite to hiring and where labor turnover is high, or to assist in relocating establishments from one area to another. Such limitations on relocation shall not prohibit assistance to a business entity in the establishment of a new branch, affiliate, or subsidiary of such entity if the Secretary of Labor finds that assistance will not result in an increase in unemployment in the area of original location or in any other area where such entity conducts business operations, unless he has reason to believe that such branch, affiliate, or subsidiary is being established with the intention of closing down the operations of the existing business entity in the area of its original location or in any other area where it conducts such operations.

(b) Acceptance of family planning services provided to trainees shall be voluntary on the part of the individual to whom such services are offered and shall not be a prerequisite to eligibility for or receipt of any benefit under the program.

(c) No non-governmental individual, institution, or organization shall evaluate any program under this Act if that individual or such institution or organization is associated with that program as a consultant, technical adviser, or in any similar capacity.

Reports

Sec. 605. (a) The Secretary shall make such reports and recommendations to the President as he deems appropriate pertaining to employment and occupational requirements, resources, use, and training, and his recommendations for the succeeding fiscal year, and the President shall transmit to the Congress within sixty days after the beginning of each regular session a report pertaining to manpower requirements, resources, utilization, and training.

(b) The Secretary and the Secretary of Health, Education, and Welfare shall report to the Congress on the extent to which community colleges, area vocational and technical schools and other vocational educational agencies and institutions, and vocational rehabilitation agencies are being utilized to carry out training programs supported in whole or in part from provisions of this and related Acts, the extent to which administrative steps have been taken and are being taken to encourage the use of such facilities and institutions and agencies in the carrying out of the provisions of this Act and any further legislation that may be required to assure effective coordination and utilization of such facilities and agencies to the end that all federally supported employment and training, vocational education, and vocational rehabilitation programs can more effectively accomplish their objectives of providing employment and training opportunities to all persons needing occupational training.

(c) The Secretary shall transmit to the Congress at the earliest appropriate date, but not later than March 1, of each calendar year a report setting forth a description of summer programs providing jobs for economically disadvantaged youth to begin in June of such year, including the number of opportunities in public and private agencies or organizations that will be provided under section 304(a)(3) of this Act or in the case of the summer of 1974 under section 3(c), and a statement as to the total number of such persons who would be eligible for such programs, together with his recommendations, if any, for supplemental appropriations for such programs.

(d) The Secretary, through the Bureau of Labor Statistics, shall annually compile and maintain information on the incidence of unemployment among offenders and shall publish the results of the information obtained pursuant to this subsection in the report required under subsection (a) of this section.

(e) The Chairman of the United States Civil Service Commission, in consultation with the Secretary, shall report to the President and to the Congress no later than six months after the effective date of this Act on the extent to which and manner in which employment opportunities for offenders may be increased in the Federal service, with special reference to the criteria used in determining the suitability of offenders for Federal employment, including such recommendations for additional legislation as they deem advisable.

(f) Each prime sponsor shall prepare for the Secretary, and make available, to the public, a report on its activities under the Act, including a detailed comparison of program performance with approved plan.

Labor Standards

Sec. 606. All laborers and mechanics employed by contractors or subcontractors in any construction, alteration, or repair, including painting and decorating of projects, buildings, and works which are federally assisted under this Act, shall be paid wages at rates not less than those prevailing on similar construction in the locality as determined by the Secretary in accordance with the Davis-Bacon Act, as amended (40 U.S.C. 276a—286a-5). The Secretary shall have, with respect to such labor standards, the authority and functions set forth in Reorganization Plan Numbered 14 of 1950 (15 F.R. 3176; 64 Stat. 1267) and section 2 of the Act of June 1, 1934, as amended (48 Stat. 948, as amended; 40 U.S.C. 276(c)).

Acceptance of Gifts

Sec. 607. The Secretary is authorized, in carrying out his functions and responsibilities under this Act, to accept in the name of the Department, and employ or dispose of in furtherance of the purposes of this Act, or any title thereof, an unconditional gift of any money or property, real, personal, or mixed, tangible or intangible, received by gift, devise, bequest, or otherwise; and to accept voluntary and uncompensated services, notwithstanding the provisions of section 3679(b) of the Revised Statutes of the United States.

Utilization of Services and Facilities

Sec. 608. (a) In addition to such other authority as he may have, the Secretary is authorized, in the performance of his functions under this Act, and to the extent permitted by law, to utilize the services and facilities of departments, agencies, and establishments of the United States. The Secretary is also authorized to accept and utilize the services and facilities of the agencies of any State or political subdivision of a State, with their consent.

(b) The Secretary shall carry out his responsibilities under this Act through the utilization, to the extent appropriate, of all resources for skill development available in industry, labor, public and private educational and training institutions, vocational rehabilitation agencies, and other State, Federal, and local agencies, and other appropriate public and private organizations and facilities, with their consent.

Interstate Agreements

Sec. 609. In the event that compliance with provisions of this Act would be enhanced by cooperative agreements between States, the consent of Congress is hereby given to such States to enter into such compacts and agreements to facilitate such compliance, subject to the approval of the Secretary.

Prohibition Against Political Activities

Sec. 610. The Secretary shall not provide financial assistance for any program under this Act which involves political activities; and neither the program, the funds provided therefor, nor personnel employed in the administration thereof, shall be, in any way or to any extent, engaged in the conduct of political activities in contravention of chapter 15 of title 5, United States Code.

Criminal Provisions

Sec. 611. (a) Chapter 31 of title 18, United States Code, is amended by adding a new section 665 to read as follows:

"THEFT OR EMBEZZLEMENT FROM MANPOWER FUNDS; IMPROPER INDUCEMENT

"Sec. 665. (a) Whoever, being an officer, director, agent, or employee of, or connected in any capacity with, any agency receiving financial assistance under the Comprehensive Employment and Training Act of 1973 embezzles, willfully misapplies, steals, or obtains by fraud any of the moneys, funds, assets, or property which are the subject of a grant or contract of assistance pursuant to this Act shall be fined not more than $10,000 or imprisoned for not more than two years, or both; but if the amount so embezzled, misapplied, stolen, or obtained by fraud does not exceed $100, he shall be fined not more than $1,000, or imprisoned not more than one year, or both.

"(b) Whoever, by threat of procuring dismissal of any person from employment or of refusal to employ or refusal to renew a contract of employment in connection with a grant or contract of assistance under the Comprehensive Employment and Training Act of 1973, induces any person to give up any money or thing of any value to any person (including such grantee agency) shall be fined not more than $1,000, or imprisoned not more than one year, or both."

(b) The analysis of chapter 31 is amended by adding at the end thereof the following new item:

"665. Theft or embezzlement from manpower funds; improper inducement."

Nondiscrimination

Sec. 612. (a) No person in the United States shall on the ground of race, color, national origin, or sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available under this Act.

(b) Whenever the Secretary determines that a prime sponsor or eligible applicant has failed to comply with subsection (a) or an applicable regulation, he shall notify the prime sponsor or eligible applicant of the noncompliance and shall request the prime sponsor or eligible applicant to secure compliance. If within a reasonable period of time, not to exceed sixty days, the prime sponsor or eligible applicant fails or refuses to secure compliance, the Secretary, in addition to exercising the powers and functions provided for the termination of financial assistance under this Act, is authorized (1) to refer the matter to the Attorney General with a recommendation that an appropriate civil action be instituted; (2) to exercise the powers and functions provided by title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d); or (3) to take such other action as may be provided by law.

(c) When a matter is referred to the Attorney General pursuant to subsection (b), or whenever he has reason to believe that a prime sponsor or eligible applicant is engaged in a pattern or practice in violation of the provisions of this section, the Attorney General may bring a civil action in any appropriate United States district court for such relief as may be appropriate, including injunctive relief.

(d) The Secretary shall enforce the provisions of subsection (a) dealing with discrimination on the basis of sex in accordance with section 602 of the Civil Rights Act of 1964. Section 603 of such Act shall apply with respect to any action taken by the Secretary to enforce such provisions of such subsection. This section shall not be construed as affecting any other legal remedy that a person may have if that person is excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in connection with any program or activity receiving assistance under this Act.

Records, Audits, and Reports

Sec. 613. In order to assure that funds provided under this Act are used in accordance with its provisions, each recipient shall—

(1) use such fiscal, audit, and accounting procedures as may be necessary to assure (A) proper accounting for payments received by it, and (B) proper disbursement of such payments;

(2) provide to the Secretary and the Comptroller General of the United States access to, and the right to examine, any books, documents, papers, or records as he requires; and

(3) make such reports to the Secretary or the Comptroller General of the United States as he requires.

Repealer

Sec. 614. Effective with respect to fiscal years after June 30, 1974, the Manpower Development and Training Act of 1962 and parts A, B, and E of title I of the Economic Opportunity Act of 1964 are repealed. Unexpended appropriations for carrying out such Acts may be made available to carry out this Act, as directed by the President.

Effective Date

Sec. 615. This Act shall take effect on the date of its enactment.

Approved December 28, 1973.

STATISTICAL APPENDIX

The Department of Labor is the source of all data in this report unless otherwise specified. Prior to July 1959 the labor force data shown in sections A and B were published by the Department of Commerce, Bureau of the Census.

Information on data concepts, methodology, etc., will be found in appropriate publications of the Department of Labor, particularly *Employment and Earnings* of the Bureau of Labor Statistics and publications of the Manpower Administration. (See also the brief statement which follows on the historic comparability of the labor force data.) For those series based on samples, attention is invited to the estimates of sampling variability and sample coverage published in *Employment and Earnings.*

Most time series are shown from the first year for which continuous or relatively continuous data are available, beginning with 1947. Alaska and Hawaii are included unless otherwise noted.

Individual items in the tables may not add to totals because of rounding.

Preliminary data are indicated by "*p*."

Note on Historic Comparability of Labor Force Statistics

Raised lower age limit. Beginning with data for 1967, the lower age limit for official statistics on persons in the labor force was raised from 14 to 16 years. At the same time, several definitions were sharpened to clear up ambiguities. The principal definitional changes were: (1) Counting as unemployed only persons who were currently available for work and who had engaged in some specific jobseeking activity within the past 4 weeks (an exception to the latter condition is made for persons waiting to start a new job in 30 days or waiting to be recalled from layoff). In the past the current availability test was not applied and the time period for jobseeking was ambiguous; (2) counting as employed persons who were absent from their jobs in the survey week (because of strikes, bad weather, etc.) and who were looking for other jobs. These persons had previously been classified as unemployed; (3) sharpening the questions on hours of work, duration of unemployment, and self-employment in order to increase their reliability.

These changes did not affect the unemployment rate by more than one-fifth of a percentage point in either direction, although the distribution of unemployment by sex was affected. The number of employed was reduced about 1 million because of the exclusion of 14- and 15-year-olds. For persons 16 years and over, the only employment series appreciably affected were those relating to hours of work and class of worker. A detailed discussion of the changes and their effect on the various series is contained in the February 1967 issue of *Employment and Earnings and Monthly Report on the Labor Force* (the title of *Employment and Earnings* at that time).

The tables in section A have been revised to exclude 14- and 15-year-olds where possible; otherwise, annual averages for 1966 are shown on both the old and new bases. Overlap averages for 1966, where pertinent, are also shown for the special labor force series in section B.

Noncomparability of labor force levels. Prior to the changes introduced in 1967, there were three earlier periods of noncomparability in the labor force data: (1) Beginning 1953, as a result of introducing data from the 1950 census into the estimation procedure, population levels were raised by about 600,000; labor force, total employment, and agricultural employment by about 350,000, primarily affecting the figures for totals and males; other categories were relatively unaffected; (2) beginning 1960, the inclusion of Alaska and Hawaii resulted in an increase of about 500,000 in the population and about 300,000 in the labor force, four-fifths of this in nonagricultural employment; other labor force categories were not appreciably affected; (3) beginning 1962, the introduction of figures from the 1960 census reduced the population by about 50,000, labor force and employment by about 200,000; unemployment totals were virtually unchanged.

In addition, beginning 1972, information from the 1970 census was introduced into the estimation procedures, producing an increase in the civilian noninstitutional population of about 800,000; labor force and employment totals were raised by a little more than 300,000, and unemployment levels and rates were essentially unchanged.

A subsequent population adjustment based on the 1970 census was introduced in March 1973. This adjustment affected the white and Negro and other races groups but had little effect on totals. The adjustment resulted in the reduction of nearly 300,000 in the white population and an increase of the same magnitude in the Negro and other races population. Civilian labor force and total employment figures were affected to a lesser degree; the white labor force was reduced by 150,000, and the Negro and other races labor force rose by about 210,000. Unemployment levels and rates were not affected significantly.

Changes in occupational classification system. Beginning with 1971, the comparability of occupational employment data was affected as a result of changes in census occupational classifications introduced into the Current Population Survey (CPS). These changes stemmed from an exhaustive review of the classification system to be used for the 1970 Census of Population. This review, the most comprehensive since the 1940 census, aimed to reduce the size of large groups, to be more specific about general and "not elsewhere classified" groups, and to provide information on emerging significant occupations. Differences in March 1970 employment levels tabulated on both the 1960 and 1970 classification systems ranged from a drop of 650,000 in operatives to an increase of 570,000 in service workers, much of which resulted from a shift between these two groups; the nonfarm laborers group increased by 420,000, and changes in other groups amounted to 220,000 or less.

An additional major group was created by splitting the operatives category into two: operatives, except transport, and transport equipment operatives. Separate data for these two groups first became available in January 1972. At the same time, several changes in titles, as well as in order of presentation, were introduced; for example, the title of the managers, officials, and proprietors group was changed to "managers and administrators, except farm," since only proprietors performing managerial duties are included in the category.

Apart from the effects of revisions in the occupational classification system beginning in 1971, comparability of occupational employment data was further affected in December 1971, when a question eliciting information on major activities or duties was added to the monthly CPS questionnaire in order to determine more precisely the occupational classification of individuals. This change resulted in several dramatic occupational shifts, particularly from managers and administrators to other groups. Thus, meaningful comparisons of occupational levels cannot be made between 1972 and prior periods. However, revisions in the occupational classification system as well as in the CPS questionnaire are believed to have had but a negligible impact on unemployment rates.

Additional information on changes in the occupational classification system of the CPS appears in "Revisions in Occupational Classifications for 1971" and "Revisions in the Current Population Survey" in the February 1971 and February 1972 issues, respectively, of *Employment and Earnings.*

CONTENTS

SECTION A. LABOR FORCE, EMPLOYMENT, UNEMPLOYMENT (data from the national monthly Current Population Survey of households)

LABOR FORCE — *Page*

A-1. Employment status of the noninstitutional population 16 years and over, by sex, 1947-73 253
A-2. Total labor force (including Armed Forces) and labor force participation rates for persons 16 years and over, by sex and age, 1947-73 .. 254
A-3. Civilian labor force for persons 16 years and over, by sex, color, and age, 1947-73 255
A-4. Civilian labor force participation rates for persons 16 years and over, by color, sex, and age, 1948-73 257
A-5. Employment status of the civilian labor force, by color, for teenagers 16 to 19 years old and for adults, 1954-73 259
A-6. Employment status of young workers 16 to 24 years old, 1947-73 .. 260
A-7. Persons 16 years and over not in the labor force, by sex, color, and age, 1947-73 261
A-8. Persons not in the labor force, by desire for job and reason for nonparticipation, 1967-73 263
A-9. Persons not in the labor force who stopped working during previous 12 months, by sex, color, and reason for leaving last job, 1967-73. 264

EMPLOYMENT

A-10. Employed persons 16 years and over, by sex, color, and age, 1947-73. 265
A-11. Employed persons 16 years and over, by occupation group and sex, 1958-73 267
A-12. Employed persons 16 years and over, by occupation group and color, 1958-73 269
A-13. Employed persons 16 years and over, by type of industry and class of worker, 1948-73 270

UNEMPLOYMENT

A-14. Unemployed persons 16 years and over and unemployment rates, by sex and color, 1947-73 271
A-15. Unemployed persons 16 years and over and unemployment rates, by sex and age, 1947-73 271
A-16. Unemployment rates of persons 16 years and over, by color, sex, and age, 1948-73 273
A-17. Unemployment rates of persons 16 years and over and percent distribution of the unemployed, by occupation group, 1958-73 275
A-18. Unemployment rates of persons 16 years and over and percent distribution of the unemployed, by major industry group, 1948-73. 276
A-19. Unemployment rates by sex and marital status, 1957-73 277
A-20. Unemployed persons 16 years and over and percent distribution of the unemployed, by duration of unemployment, 1947-73 278
A-21. Percent distribution of unemployed persons 16 years and over and unemployment rates, by reason for unemployment, 1967-73 279

LONG-TERM UNEMPLOYMENT

Page
A-22. Long-term unemployment compared with total unemployment, by sex, age, and color, 1963-73 280
A-23. Long-term unemployment by major industry and occupation group, 1963-73 282

FULL- AND PART-TIME EMPLOYMENT

A-24. Nonagricultural workers on full-time schedules or on voluntary part time, by selected characteristics, 1963-73 283
A-25. Persons on part time for economic reasons, by type of industry, sex, and age, 1957-73 285
A-26. Nonagricultural workers on part time for economic reasons, by usual full-time or part-time status and selected characteristics, 1963-73 285

SECTION B. SPECIAL LABOR FORCE DATA (selected supplementary information from the national monthly Current Population Survey of households)

MARITAL STATUS

B-1. Employment status of the population, by marital status and sex, 1947-73 287
B-2. Labor force participation rates, by marital status, sex, and age, 1947-73 288
B-3. Employment status of head in husband-wife families, by employment status of family members, selected dates, 1955-73 290
B-4. Labor force status and labor force participation rates of married women, husband present, by presence and age of children, 1948-73 291
B-5. Employed married women, husband present, by occupation group, 1947-73 292

SCHOOL ENROLLMENT

B-6. Labor force status of the civilian noninstitutional population 14 to 24 years old, by school enrollment, sex, and age, October of 1947-72 293
B-7. Employment status of the civilian noninstitutional population 14 to 24 years old, by school enrollment, sex, and age, October of 1947-72 295
B-8. Employment status of high school graduates not enrolled in college and of school dropouts as of October of year of graduation or dropout, by sex, marital status of women, and color, 1959-72 297

EDUCATIONAL ATTAINMENT

B-9. Years of school completed by the civilian labor force, by sex and color, selected dates, 1952-73 299
B-10. Median years of school completed by the civilian noninstitutional population, by employment status and sex, selected dates, 1952-73 301
B-11. Median years of school completed by the civilian labor force, by sex and age, selected dates, 1952-73 302
B-12. Median years of school completed by the employed civilian labor force, by sex, occupation group, and color, selected dates, 1948-73 303

DUAL JOBHOLDERS, WORK EXPERIENCE

B-13. Persons with two jobs or more, by industry and class of worker of primary and secondary job, selected dates, 1956-73 305
B-14. Persons with work experience during the year, by extent of employment and by sex, 1950-72 306
B-15. Percent of population with work experience during the year, by age and sex, 1959-72 307
B-16. Persons with work experience during the year, by industry group and class of worker of longest job, 1961-72 308

DUAL JOBHOLDERS, WORK EXPERIENCE—Continued Page

B-17. Percent of persons with work experience during the year who worked year round at full-time jobs, by industry group and class of worker of longest job, 1961-72 309
B-18. Extent of unemployment during the year, by sex, 1961-72 310

SECTION C. EMPLOYMENT, HOURS, EARNINGS, AND LABOR TURNOVER IN NONAGRICULTURAL ESTABLISHMENTS (national data from the sample survey of employers, relating to persons on payrolls)

C-1. Total employment on payrolls of nonagricultural establishments, by industry division, 1947-73 312
C-2. Production or nonsupervisory workers and nonproduction workers on private payrolls, and nonproduction workers as percent of total employment, by industry division, 1947-73 313
C-3. Gross average weekly hours, average hourly earnings, and average weekly earnings of production or nonsupervisory workers on private payrolls, by industry division, 1947-73 314
C-4. Total employment and production workers on payrolls of manufacturing durable goods industries, 1947-73 316
C-5. Nonproduction workers and nonproduction workers as percent of total employment on payrolls of manufacturing durable goods industries, 1947-73 317
C-6. Total employment and production workers on payrolls of manufacturing nondurable goods industries, 1947-73 318
C-7. Nonproduction workers and nonproduction workers as percent of total employment on payrolls of manufacturing nondurable goods industries, 1947-73 319
C-8. Gross average weekly hours, average hourly earnings, and average weekly earnings of production workers on payrolls of manufacturing durable goods industries, 1947-73 320
C-9. Gross average weekly hours, average hourly earnings, and average weekly earnings of production workers on payrolls of manufacturing nondurable goods industries, 1947-73 322
C-10. Selected payroll series on hours, earnings, and labor turnover, 1947-73 323
C-11. Spendable average weekly earnings in current and constant dollars, by industry division, 1947-73 324

SECTION D. STATE AND AREA EMPLOYMENT AND UNEMPLOYMENT

STATE EMPLOYMENT

D-1. Employees on payrolls of nonagricultural establishments, by region and State, 1947-73 325
D-2. Employees on payrolls of manufacturing establishments, by region and State, 1947-73 327

STATE AND AREA UNEMPLOYMENT (estimates from State employment security agencies)

D-3. Total unemployment by State, 1963-73 329
D-4. Total unemployment rates by State, 1963-73 330
D-5. Insured unemployment under State programs, by State, 1963-73 331
D-6. Insured unemployment rates under State programs, by State, 1963-73 332
D-7. Total unemployment in 150 major labor areas, 1963-73 333
D-8. Total unemployment rates in 150 major labor areas, 1963-73 335
D-9. Insured unemployment under State, Federal employee, and ex-servicemen's programs in 150 major labor areas, 1963-73 337
D-10. Insured unemployment rates under State, Federal employee, and ex-servicemen's programs in 150 major labor areas, 1963-73 340

LABOR FORCE AND UNEMPLOYMENT IN LARGEST STATES AND AREAS
(estimates from the Current Population Survey of households)

Page

D-11. Civilian labor force and unemployment in the 10 largest States, by color, 1967-73 343

D-12. Unemployment rates in the largest SMSA's and their central cities, 1967-73 345

D-13. Civilian labor force and unemployment in the largest SMSA's and their central cities, by color, and selected data for age and sex, 1968, 1972-73 346

SECTION E. PROJECTIONS

POPULATION AND LABOR FORCE

E-1. Total population, 1950 to 1970, and revised projections by selected fertility assumptions and age, 1980 and 1990 349

E-2. Total population, total labor force, and labor force participation rates, by sex and age, 1960 to 1990 350

E-3. Changes in the total labor force, by sex and age, 1960 to 1990 350

E-4. Total population, total labor force, and labor force participation rates, by color, sex, and age, 1960 to 1985 351

E-5. Changes in the total labor force, by color, sex, and age, 1960 to 1980 352

E-6. Percent distribution of the total labor force, by color, sex, and age, 1960 to 1985 353

E-7. Total and civilian labor force and labor force participation rates based on noninstitutional population, by sex and age, projected 1980 to 1990 353

E-8. Civilian noninstitutional population, civilian labor force, and participation rates, by color, sex, and age, projected 1975 to 1985 354

EMPLOYMENT, EDUCATIONAL ATTAINMENT

E-9. Employment by occupation group, 1972 and projected 1980 and 1985 requirements 355

E-10. Total employment by major industry sector, 1960, 1972, and projected 1980 and 1985 355

E-11. Projected educational attainment of the civilian labor force 16 years and over, by sex and age, 1980 and 1990 356

SECTION F. MANPOWER PROGRAM STATISTICS

ENROLLMENTS AND OBLIGATIONS, ALL DOL WORK AND TRAINING PROGRAMS

F-1. Enrollment opportunities, first-time enrollments, and Federal obligations for work and training programs administered by the Department of Labor, by program, fiscal years 1963-73 358

F-2. Enrollment opportunities authorized for work and training programs administered by the Department of Labor, by State and program, fiscal year 1973 359

F-3. Federal obligations for work and training programs administered by the Department of Labor, by State and program, fiscal year 1973 360

MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS

Page

F-4. Enrollments, completions, and posttraining employment in MDTA training programs, by type of program, fiscal years 1963-73 361

F-5. Characteristics of trainees enrolled in MDTA institutional training programs, fiscal years 1963-73 362

F-6. Characteristics of trainees enrolled in MDTA institutional training programs, by sex, race, and years of school completed, fiscal year 1973 363

F-7. Characteristics of trainees enrolled in MDTA institutional training programs, by State, fiscal year 1973 364

F-8. Characteristics of selected groups of trainees enrolled in MDTA institutional training programs, fiscal year 1973 365

F-9. Occupational training of enrollees in MDTA training programs, by type of program, fiscal year 1973 366

OTHER PROGRAMS

F-10. Characteristics of trainees enrolled in selected training programs administered by the Department of Labor, fiscal year 1973 367

F-11. Characteristics of insured unemployed and benefits under State programs, 1971-72 368

F-12. Total and disadvantaged applicants counseled and placed in nonfarm jobs by the U.S. Employment Service, fiscal years 1972-73 369

F-13. Training status of registered apprentices in selected trades, 1947-72 370

F-14. Enrollments in federally aided vocational-technical education, by type of program, fiscal years 1965-72 372

SECTION G. PRODUCTIVITY, GROSS NATIONAL PRODUCT, CONSUMER AND WHOLESALE PRICES, OTHER DATA

G-1. Indexes of output per man-hour and related data for the private economy and year-to-year percent change, 1947-73 373

G-2. Indexes of compensation per man-hour, unit labor costs, and prices, and year-to-year percent change, 1947-73 375

G-3. Gross national product or expenditure in current and constant dollars, by purchasing sector, 1947-73 376

G-4. Government purchases of goods and services, 1962-73 377

G-5. Employment resulting from government purchases of goods and services, and employment in government enterprises, 1962-73 378

G-6. Consumer and Wholesale Price Indexes and annual changes, 1947-73 379

G-7. Consumer Price Index for selected groups, and purchasing power of the consumer dollar, 1947-73 379

G-8. Work stoppages resulting from labor-management disputes involving six or more workers for at least 1 full day or shift, 1947-73 380

G-9. Persons below the low-income level, by family status, 1959-72 381

G-10. Minority employment in firms with 100 or more employees, by sex and occupation group, 1966, 1971-73 383

G-11. Employment of Negroes and Spanish-speaking Americans in firms with 100 or more employees, by region and occupation group, 1966, 1971-73 385

G-12. Employment of Negroes and Spanish-speaking Americans in firms with 100 or more employees, by selected industry division and occupation group, 1966, 1971-73 387

Table A-1. Employment Status of the Noninstitutional Population 16 Years and Over, by Sex: Annual Averages, 1947–73

[Numbers in thousands]

Sex and year	Total noninstitutional population	Total labor force, including Armed Forces		Civilian labor force						Not in labor force
		Number	Percent of noninstitutional population	Total	Employed			Unemployed		
					Total	Agriculture	Nonagricultural industries	Number	Percent of labor force	
BOTH SEXES										
1947	103,418	60,941	58.9	59,350	57,039	7,891	49,148	2,311	3.9	42,477
1948	104,527	62,080	59.4	60,621	58,344	7,629	50,711	2,276	3.8	42,447
1949	105,611	62,903	59.6	61,286	57,649	7,656	49,990	3,637	5.9	42,708
1950	106,645	63,858	59.9	62,208	58,920	7,160	51,752	3,288	5.3	42,787
1951	107,721	65,117	60.4	62,017	59,962	6,726	53,230	2,055	3.3	42,604
1952	108,823	65,730	60.4	62,138	60,254	6,501	53,748	1,883	3.0	43,093
1953	110,601	66,560	60.2	63,015	61,181	6,261	54,915	1,834	2.9	44,041
1954	111,671	66,993	60.0	63,643	60,110	6,206	53,898	3,532	5.5	44,678
1955	112,732	68,072	60.4	65,023	62,171	6,449	55,718	2,852	4.4	44,660
1956	113,811	69,409	61.0	66,552	63,802	6,283	57,506	2,750	4.1	44,402
1957	115,065	69,729	60.6	66,929	64,071	5,947	58,123	2,859	4.3	45,336
1958	116,363	70,275	60.4	67,639	63,036	5,586	57,450	4,602	6.8	46,088
1959	117,881	70,921	60.2	68,369	64,630	5,565	59,065	3,740	5.5	46,960
1960	119,759	72,142	60.2	69,628	65,778	5,458	60,318	3,852	5.5	47,617
1961	121,343	73,03[illegible]	60.2	70,459	65,746	5,200	60,546	4,714	6.7	48,312
1962	122,981	73,442	59.7	70,614	66,702	4,944	61,759	3,911	5.5	49,539
1963	125,154	74,571	59.6	71,833	67,762	4,687	63,076	4,070	5.7	50,583
1964	127,224	75,830	59.6	73,091	69,305	4,523	64,782	3,786	5.2	51,394
1965	129,236	77,178	59.7	74,455	71,088	4,361	66,726	3,366	4.5	52,058
1966	131,180	78,893	60.1	75,770	72,895	3,979	68,915	2,875	3.8	52,288
1967	133,319	80,793	60.6	77,347	74,372	3,844	70,527	2,975	3.8	52,527
1968	135,562	82,272	60.7	78,737	75,920	3,817	72,103	2,817	3.6	53,291
1969	137,841	84,239	61.1	80,733	77,902	3,606	74,296	2,831	3.5	53,602
1970	140,182	85,903	61.3	82,715	78,627	3,462	75,165	4,088	4.9	54,280
1971	142,596	86,929	61.0	84,113	79,120	3,387	75,732	4,993	5.9	55,666
1972	145,775	88,991	61.0	86,542	81,702	3,472	78,230	4,840	5.6	56,785
1973	148,263	91,040	61.4	88,714	84,409	3,452	80,957	4,304	4.9	57,222
MALE										
1947	50,968	44,258	86.8	42,686	40,994	6,643	34,351	1,692	4.0	6,710
1948	51,439	44,729	87.0	43,286	41,726	6,358	35,366	1,559	3.6	6,710
1949	51,922	45,097	86.9	43,498	40,926	6,342	34,581	2,572	5.9	6,825
1950	52,352	45,446	86.8	43,819	41,580	6,001	35,573	2,239	5.1	6,906
1951	52,788	46,063	87.3	43,001	41,780	5,533	36,243	1,221	2.8	6,725
1952	53,248	46,416	87.2	42,869	41,684	5,389	36,292	1,185	2.8	6,832
1953	54,248	47,131	86.9	43,633	42,431	5,253	37,175	1,202	2.8	7,117
1954	54,706	47,275	86.4	43,965	41,620	5,200	36,414	2,344	5.3	7,431
1955	55,122	47,488	86.2	44,475	42,621	5,265	37,354	1,854	4.2	7,634
1956	55,547	47,914	86.3	45,091	43,380	5,039	38,334	1,711	3.8	7,633
1957	56,082	47,964	85.5	45,197	43,357	4,824	38,532	1,841	4.1	8,118
1958	56,640	48,126	85.0	45,521	42,423	4,596	37,827	3,098	6.8	8,514
1959	57,312	48,405	84.5	45,886	43,466	4,532	38,934	2,420	5.3	8,907
1960	58,144	48,870	84.0	46,388	43,904	4,472	39,431	2,486	5.4	9,274
1961	58,826	49,193	83.6	46,653	43,656	4,298	39,359	2,997	6.4	9,633
1962	59,626	49,395	82.8	46,600	44,177	4,069	40,108	2,423	5.2	10,231
1963	60,627	49,835	82.2	47,129	44,657	3,809	40,849	2,472	5.2	10,792
1964	61,556	50,387	81.9	47,679	45,474	3,691	41,782	2,205	4.6	11,169
1965	62,473	50,946	81.5	48,255	46,340	3,547	42,792	1,914	4.0	11,527
1966	63,351	51,560	81.4	48,471	46,919	3,243	43,675	1,551	3.2	11,792
1967	64,316	52,398	81.5	48,987	47,479	3,164	44,315	1,508	3.1	11,919
1968	65,345	53,030	81.2	49,533	48,114	3,157	44,957	1,419	2.9	12,315
1969	66,365	53,688	80.9	50,221	48,818	2,963	45,854	1,403	2.8	12,677
1970	67,409	54,343	80.6	51,195	48,960	2,861	46,099	2,235	4.4	13,066
1971	68,512	54,797	80.0	52,021	49,245	2,790	46,455	2,776	5.3	13,715
1972	69,864	55,671	79.7	53,265	50,630	2,839	47,791	2,635	4.9	14,193
1973	71,020	56,479	79.5	54,203	51,963	2,833	49,130	2,240	4.1	14,541
FEMALE										
1947	52,450	16,683	31.8	16,664	16,045	1,248	14,797	619	3.7	35,767
1948	53,088	17,351	32.7	17,335	16,618	1,271	15,345	717	4.1	35,737
1949	53,689	17,806	33.2	17,788	16,723	1,314	15,409	1,065	6.0	35,883
1950	54,293	18,412	33.9	18,389	17,340	1,159	16,179	1,049	5.7	35,881
1951	54,933	19,054	34.7	19,016	18,182	1,193	16,987	834	4.4	35,879
1952	55,575	19,314	34.8	19,269	18,570	1,112	17,456	698	3.6	36,261
1953	56,353	19,429	34.5	19,382	18,750	1,008	17,740	632	3.3	36,924
1954	56,965	19,718	34.6	19,678	18,490	1,006	17,484	1,188	6.0	37,247
1955	57,610	20,584	35.7	20,548	19,550	1,184	18,364	998	4.9	37,026
1956	58,264	21,495	36.9	21,461	20,422	1,244	19,172	1,039	4.8	36,769
1957	58,983	21,765	36.9	21,732	20,714	1,123	19,591	1,018	4.7	37,218
1958	59,723	22,149	37.1	22,118	20,613	990	19,623	1,504	6.8	37,574
1959	60,569	22,516	37.2	22,483	21,164	1,033	20,131	1,320	5.9	38,053
1960	61,615	23,272	37.8	23,240	21,874	986	20,887	1,366	5.9	38,343
1961	62,517	23,838	38.1	23,806	22,090	902	21,187	1,717	7.2	38,679
1962	63,355	24,047	38.0	24,014	22,525	875	21,651	1,488	6.2	39,308
1963	64,527	24,736	38.3	24,704	23,105	878	22,227	1,598	6.5	39,791
1964	65,668	25,443	38.7	25,412	23,831	832	23,000	1,581	6.2	40,225
1965	66,763	26,232	39.3	26,200	24,748	814	23,934	1,452	5.5	40,531
1966	67,829	27,333	40.3	27,299	25,976	736	25,240	1,324	4.8	40,496
1967	69,003	28,395	41.2	28,360	26,893	680	26,212	1,468	5.2	40,608
1968	70,217	29,242	41.6	29,204	27,807	660	27,147	1,397	4.8	40,978
1969	71,476	30,551	42.7	30,512	29,084	643	28,441	1,428	4.7	40,924
1970	72,774	31,560	43.4	31,520	29,667	601	29,066	1,853	5.9	41,214
1971	74,084	32,132	43.4	32,091	29,875	598	29,277	2,217	6.9	41,952
1972	75,911	33,320	43.9	33,277	31,072	633	30,439	2,205	6.6	42,591
1973	77,242	34,561	44.7	34,510	32,446	619	31,827	2,064	6.0	42,681

Table A-2. Total Labor Force (Including Armed Forces) and Labor Force Participation Rates [1] for Persons 16 Years and Over, by Sex and Age: Annual Averages, 1947–73

Sex and year	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
	Number in total labor force (thousands)									
MALE										
1947	44, 258	1, 169	1, 884	5, 094	10, 598	9, 603	7, 882	5, 650	2, 376	586
1948	44, 729	1, 168	1, 834	5, 117	10, 758	9, 723	7, 975	5, 770	2, 385	572
1949	45, 097	1, 108	1, 791	5, 198	10, 886	9, 860	8, 043	5, 755	2, 454	577
1950	45, 446	1, 079	1, 742	5, 224	11, 044	9, 952	8, 152	5, 800	2, 453	623
1951	46, 063	1, 148	1, 717	5, 267	11, 269	10, 056	8, 254	5, 882	2, 469	611
1952	46, 416	1, 154	1, 658	5, 223	11, 446	10, 189	8, 374	5, 957	2, 415	585
1953	47, 131	1, 125	1, 652	5, 084	11, 469	10, 669	8, 612	5, 979	2, 544	561
1954	47, 275	1, 073	1, 653	4, 959	11, 467	10, 748	8, 743	6, 110	2, 525	572
1955	47, 488	1, 130	1, 682	4, 851	11, 464	10, 833	8, 877	6, 125	2, 526	566
1956	47, 914	1, 216	1, 731	4, 814	11, 359	10, 926	9, 044	6, 224	2, 604	665
1957	47, 964	1, 207	1, 778	4, 781	11, 247	11, 046	9, 201	6, 227	2, 477	685
1958	48, 126	1, 197	1, 754	4, 849	11, 108	11, 161	9, 369	6, 308	2, 379	676
1959	48, 405	1, 256	1, 786	4, 987	10, 981	11, 235	9, 488	6, 350	2, 321	676
1960	48, 870	1, 335	1, 849	5, 089	10, 930	11, 340	9, 634	6, 405	2, 287	637
1961	49, 193	1, 271	1, 958	5, 187	10, 880	11, 403	9, 741	6, 535	2, 220	725
1962	49, 395	1, 225	2, 027	5, 272	10, 720	11, 542	9, 803	6, 565	2, 241	780
1963	49, 835	1, 372	2, 034	5, 471	10, 635	11, 589	9, 923	6, 679	2, 135	738
1964	50, 387	1, 549	2, 026	5, 704	10, 636	11, 559	10, 043	6, 745	2, 123	731
1965	50, 946	1, 577	2, 254	5, 926	10, 653	11, 504	10, 131	6, 768	2, 131	759
1966	51, 560	1, 656	2, 467	6, 139	10, 761	11, 395	10, 202	6, 852	2, 089	790
1967	52, 398	1, 695	2, 519	6, 546	11, 001	11, 282	10, 295	6, 944	2, 118	838
1968	53, 030	1, 713	2, 482	6, 788	11, 376	11, 122	10, 364	7, 030	2, 154	857
1969	53, 688	1, 800	2, 482	7, 088	11, 706	10, 946	10, 432	7, 062	2, 170	874
1970	54, 343	1, 840	2, 555	7, 378	11, 974	10, 818	10, 487	7, 127	2, 164	892
1971	54, 797	1, 879	2, 610	7, 608	12, 271	10, 675	10, 517	7, 149	2, 089	927
1972	55, 671	1, 977	2, 814	7, 795	12, 806	10, 644	10, 472	7, 141	2, 022	936
1973	56, 479	2, 100	2, 939	8, 021	13, 450	10, 581	10, 474	7, 005	1, 908	964
FEMALE										
1947	16, 683	643	1, 192	2, 725	3, 750	3, 676	2, 730	1, 522	445	232
1948	17, 351	671	1, 164	2, 721	3, 940	3, 804	2, 973	1, 565	514	248
1949	17, 806	648	1, 165	2, 662	4, 006	3, 993	3, 100	1, 678	556	242
1950	18, 412	611	1, 103	2, 681	4, 101	4, 166	3, 328	1, 839	584	268
1951	19, 054	663	1, 100	2, 670	4, 305	4, 307	3, 535	1, 923	551	255
1952	19, 314	706	1, 052	2, 519	4, 335	4, 444	3, 637	2, 032	590	244
1953	19, 429	656	1, 057	2, 447	4, 175	4, 668	3, 682	2, 048	693	239
1954	19, 718	620	1, 068	2, 441	4, 224	4, 715	3, 824	2, 164	666	253
1955	20, 584	641	1, 088	2, 458	4, 261	4, 808	4, 155	2, 391	780	258
1956	21, 495	736	1, 132	2, 467	4, 285	5, 036	4, 407	2, 610	821	313
1957	21, 765	716	1, 150	2, 453	4, 263	5, 121	4, 618	2, 631	813	332
1958	22, 149	685	1, 153	2, 510	4, 201	5, 190	4, 862	2, 727	822	333
1959	22, 516	765	1, 137	2, 484	4, 096	5, 232	5, 083	2, 883	836	349
1960	23, 272	805	1, 257	2, 590	4, 140	5, 308	5, 280	2, 986	907	347
1961	23, 838	774	1, 374	2, 708	4, 151	5, 394	5, 405	3, 105	926	419
1962	24, 047	741	1, 411	2, 814	4, 111	5, 479	5, 383	3, 198	911	460
1963	24, 736	850	1, 388	2, 970	4, 181	5, 604	5, 505	3, 332	905	405
1964	25, 443	950	1, 371	3, 220	4, 187	5, 618	5, 682	3, 447	966	411
1965	26, 232	954	1, 565	3, 375	4, 336	5, 724	5, 714	3, 587	976	421
1966	27, 333	1, 054	1, 826	3, 601	4, 516	5, 761	5, 885	3, 727	963	481
1967	28, 395	1, 076	1, 821	3, 981	4, 853	5, 847	5, 986	3, 855	978	539
1968	29, 242	1, 130	1, 818	4, 251	5, 104	5, 869	6, 132	3, 938	999	559
1969	30, 551	1, 240	1, 860	4, 615	5, 401	5, 905	6, 388	4, 077	1, 056	573
1970	31, 560	1, 324	1, 926	4, 893	5, 704	5, 971	6, 533	4, 153	1, 056	637
1971	32, 132	1, 331	1, 970	5, 090	5, 939	5, 957	6, 571	4, 216	1, 057	637
1972	33, 320	1, 455	2, 121	5, 337	6, 525	6, 025	6, 549	4, 224	1, 085	670
1973	34, 561	1, 579	2, 230	5, 618	7, 195	6, 149	6, 558	4, 179	1, 054	702
	Labor force participation rate									
MALE										
1947	86. 8	52. 2	80. 5	84. 9	95. 8	98. 0	95. 5	89. 6	47. 8	27. 7
1948	87. 0	53. 4	79. 9	85. 7	96. 1	98. 0	95. 8	89. 5	46. 8	27. 5
1949	86. 9	52. 3	79. 5	87. 8	95. 9	98. 0	95. 6	87. 5	46. 9	27. 4
1950	86. 8	52. 0	79. 0	89. 1	96. 2	97. 6	95. 8	86. 9	45. 8	28. 7
1951	87. 3	54. 5	80. 3	91. 1	97. 1	97. 6	96. 0	87. 2	44. 9	27. 7
1952	87. 2	53. 1	79. 1	92. 1	97. 7	97. 9	96. 2	87. 5	42. 6	25. 9
1953	86. 9	51. 7	78. 5	92. 2	97. 6	98. 2	96. 6	87. 9	41. 6	24. 6
1954	86. 4	48. 3	76. 5	91. 5	97. 5	98. 1	96. 5	88. 7	40. 5	24. 7
1955	86. 2	49. 5	77. 1	90. 8	97. 7	98. 1	96. 5	87. 9	39. 6	24. 0
1956	86. 3	52. 6	77. 9	90. 8	97. 4	98. 0	96. 6	88. 5	40. 0	26. 6
1957	85. 5	51. 1	77. 7	89. 8	97. 3	97. 9	96. 4	87. 5	37. 5	25. 1
1958	85. 0	47. 9	75. 7	89. 5	97. 3	98. 0	96. 3	87. 8	35. 6	23. 8
1959	84. 5	46. 0	75. 5	90. 1	97. 5	97. 8	96. 0	87. 4	34. 2	24. 2
1960	84. 0	46. 8	73. 6	90. 2	97. 7	97. 7	95. 8	86. 8	33. 1	22. 3
1961	83. 6	45. 4	71. 3	89. 8	97. 8	97. 7	95. 6	87. 3	31. 7	21. 8
1962	82. 8	43. 5	71. 9	89. 1	97. 4	97. 7	95. 6	86. 2	30. 3	21. 6
1963	82. 2	42. 7	73. 1	88. 3	97. 3	97. 6	95. 8	86. 2	28. 4	20. 9
1964	81. 9	43. 6	72. 0	88. 2	97. 5	97. 4	95. 8	85. 6	28. 0	20. 8
1965	81. 5	44. 6	70. 0	88. 0	97. 4	97. 4	95. 6	84. 7	27. 9	21. 4
1966	81. 4	47. 0	69. 0	87. 9	97. 5	97. 3	95. 3	84. 5	27. 0	21. 6
1967	81. 5	47. 5	70. 9	87. 5	97. 4	97. 4	95. 2	84. 4	27. 1	22. 2
1968	81. 2	46. 8	70. 2	86. 5	97. 1	97. 2	94. 9	84. 3	27. 3	22. 1
1969	80. 9	47. 7	69. 6	86. 6	96. 9	97. 0	94. 6	83. 4	27. 2	22. 0
1970	80. 6	47. 5	69. 9	86. 6	96. 6	97. 0	94. 3	83. 0	26. 8	22. 0
1971	80. 0	47. 3	69. 3	85. 7	96. 2	96. 6	93. 9	82. 2	25. 5	22. 5
1972	79. 7	48. 3	72. 0	85. 9	95. 9	96. 5	93. 3	80. 5	24. 4	22. 2
1973	79. 5	50. 5	73. 2	86. 8	95. 9	96. 3	93. 0	78. 3	22. 8	22. 8

Footnote at end of table

Table A–2. Total Labor Force (Including Armed Forces) and Labor Force Participation Rates [1] for Persons 16 Years and Over, by Sex and Age: Annual Averages, 1947–73—Continued

Sex and year	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
	Labor force participation rate —Continued									
FEMALE										
1947	31.8	29.5	52.3	44.9	32.0	36.3	32.7	24.3	8.1	11.2
1948	32.7	31.4	52.1	45.3	33.2	36.9	35.0	24.3	9.1	12.2
1949	33.2	31.2	53.0	45.0	33.5	38.1	35.9	25.3	9.6	11.8
1950	33.9	30.1	51.3	46.1	34.0	39.1	38.0	27.0	9.7	12.7
1951	34.7	32.2	52.7	46.6	35.4	39.8	39.7	27.6	8.9	11.9
1952	34.8	33.4	51.4	44.8	35.5	40.5	40.1	28.7	9.1	11.1
1953	34.5	31.0	50.8	44.5	34.1	41.3	40.4	29.1	10 0	10 8
1954	34.6	28.7	50.5	45.3	34.5	41.3	41.2	30.1	9.3	11.3
1955	35.7	28.9	51.0	46.0	34.9	41.6	43.8	32.5	10.6	11.3
1956	36.9	32.8	52.1	46.4	35.4	43.1	45.5	34.9	10.9	12.9
1957	36.9	31.1	51.5	46.0	35.6	43.3	46.5	34.5	10.5	12.5
1958	37.1	28.1	51.0	46.4	35.6	43.4	47.9	35.2	10.3	12.1
1959	37.2	28.8	49.1	45.2	35.4	43.4	49.0	36.6	10.2	12.9
1960	37.8	29.1	51.1	46.2	36.0	43.5	49.8	37.2	10.8	12.6
1961	38.1	28.5	51.1	47.1	36.4	43.8	50.1	37.9	10.7	13.1
1962	38.0	27.1	50.9	47.4	36.4	44.1	50.0	38.7	9.9	13.2
1963	38.3	27.1	50.6	47.6	37.2	44.9	50.6	39.7	9.6	11.8
1964	38.7	27.4	49.3	49.5	37.3	45.0	51.4	40.2	10.1	12.0
1965	39.3	27.7	49.4	50.0	38.6	46.1	50.9	41.1	10.0	12.2
1966	40.3	30.7	52.1	51.5	39.9	46.9	51.7	41.8	9.6	13.5
1967	41.2	31.0	52.3	53.4	41.9	48.1	51.8	42.4	9.6	14.7
1968	41.6	31.7	52.5	54.6	42.6	48.9	52.3	42.4	9.6	14.8
1969	42.7	33.7	53.5	56.8	43.8	49.9	53.8	43.1	9.9	14.8
1970	43.4	34.9	53.7	57.8	45.0	51.1	54.4	43.0	9.7	16.2
1971	43.4	34.3	53.2	57.8	45.5	51.6	54.3	42.9	9.5	15.9
1972	43.9	36.6	55.6	59.1	47.6	52.0	53.9	42.1	9.3	16.5
1973	44.7	39.1	57.0	61.2	50.2	53.3	53.7	41.1	8.9	17.2

[1] Percent of noninstitutional population in the labor force.

Table A–3. Civilian Labor Force for Persons 16 Years and Over, by Sex, Color, and Age: Annual Averages, 1947–73 [1]

[Thousands]

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
MALE										
1947	42,686	1,106	1,382	4,629	10,207	9,492	7,847	5,647	2,376	586
1948	43,286	1,109	1,491	4,674	10,327	9,596	7,942	5,764	2,384	572
1949	43,498	1,056	1,421	4,681	10,410	9,722	8,008	5,748	2,454	577
1950	43,819	1,047	1,457	4,632	10,527	9,793	8,117	5,794	2,454	623
1951	43,001	1,080	1,266	3,935	10,375	9,798	8,204	5,874	2,469	611
1952	42,869	1,101	1,210	3,338	10,585	9,945	8,326	5,950	2,415	585
1953	43,633	1,070	1,249	3,054	10,737	10,436	8,570	5,974	2,544	551
1954	43,965	1,024	1,273	3,052	10,772	10,513	8,703	6,105	2,525	572
1955	44,475	1,070	1,299	3,221	10,805	10,595	8,839	6,122	2,526	566
1956	45,091	1,142	1,292	3,485	10,685	10,663	9,002	6,220	2,603	665
1957	45,197	1,127	1,290	3,626	10,571	10,731	9,153	6,222	2,478	685
1958	45,521	1,133	1,295	3,771	10,475	10,843	9,320	6,304	2,379	676
1959	45,886	1,207	1,391	3,940	10,346	10,899	9,437	6,345	2,322	676
1960	46,388	1,290	1,496	4,123	10,252	10,967	9,574	6,400	2,287	637
1961	46,653	1,210	1,583	4,255	10,176	11,012	9,667	6,530	2,220	725
1962	46,600	1,177	1,592	4,279	9,921	11,115	9,715	6,560	2,241	780
1963	47,129	1,321	1,586	4,514	9,875	11,187	9,836	6,674	2,135	738
1964	47,679	1,498	1,576	4,754	9,875	11,155	9,956	6,740	2,123	731
1965	48,255	1,531	1,866	4,894	9,902	11,121	10,045	6,763	2,131	759
1966	48,471	1,610	2,074	4,820	9,948	10,983	10,100	6,847	2,089	790
1967	48,987	1,658	1,976	5,043	10,207	10,860	10,189	6,938	2,118	838
1968	49,533	1,687	1,994	5,070	10,610	10,725	10,267	7,025	2,154	857
1969	50,221	1,770	2,101	5,282	10,940	10,556	10,343	7,058	2,170	874
1970	51,195	1,808	2,197	5,709	11,311	10,464	10,417	7,124	2,164	892
1971	52,021	1,850	2,311	6,194	11,653	10,322	10,457	7,146	2,089	927
1972	53,265	1,944	2,513	6,695	12,207	10,324	10,422	7,138	2,022	936
1973	54,203	2,058	2,607	7,080	12,848	10,270	10,431	7,003	1,908	964
FEMALE										
1947	16,664	643	1,192	2,716	3,740	3,676	2,731	1,522	445	232
1948	17,335	671	1,164	2,719	3,932	3,800	2,972	1,565	514	248
1949	17,788	648	1,163	2,659	3,997	3,989	3,099	1,678	556	242
1950	18,389	611	1,101	2,675	4,092	4,161	3,327	1,839	584	268
1951	19,016	662	1,095	2,659	4,292	4,301	3,534	1,923	551	255
1952	19,269	706	1,046	2,502	4,320	4,438	3,636	2,032	590	244
1953	19,382	656	1,050	2,428	4,162	4,662	3,680	2,048	693	239
1954	19,678	620	1,062	2,424	4,212	4,709	3,822	2,164	666	253
1955	20,548	641	1,083	2,445	4,251	4,805	4,154	2,391	780	258
1956	21,461	736	1,127	2,455	4,276	5,031	4,405	2,610	821	313
1957	21,732	716	1,144	2,442	4,255	5,116	4,615	2,631	813	332
1958	22,118	685	1,147	2,500	4,193	5,185	4,859	2,727	822	333
1959	22,483	765	1,131	2,473	4,089	5,227	5,081	2,883	836	349
1960	23,240	805	1,250	2,580	4,131	5,303	5,278	2,986	907	347
1961	23,806	774	1,368	2,697	4,143	5,389	5,403	3,105	926	419
1962	24,014	742	1,405	2,802	4,103	5,474	5,381	3,198	911	460
1963	24,704	850	1,381	2,959	4,174	5,600	5,503	3,332	905	405
1964	25,412	950	1,364	3,210	4,180	5,614	5,680	3,447	966	411
1965	26,200	954	1,559	3,364	4,329	5,720	5,712	3,587	976	421
1966	27,299	1,054	1,819	3,589	4,508	5,756	5,883	3,727	963	481
1967	28,360	1,076	1,811	3,967	4,848	5,844	5,984	3,855	978	539
1968	29,204	1,130	1,808	4,235	5,098	5,865	6,131	3,938	999	559
1969	30,512	1,240	1,860	4,597	5,395	5,901	6,386	4,077	1,056	573
1970	31,520	1,324	1,917	4,874	5,698	5,967	6,531	4,153	1,056	637
1971	32,091	1,331	1,961	5,071	5,933	5,954	6,569	4,215	1,087	637
1972	33,277	1,454	2,112	5,315	6,518	6,022	6,548	4,224	1,085	670
1973	34,510	1,578	2,219	5,592	7,186	6,146	6,556	4,179	1,054	702

Footnote at end of table.

Table A–3. Civilian Labor Force for Persons 16 Years and Over, by Sex, Color, and Age: Annual Averages, 1947–1973 [1]—Continued

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
WHITE										
Male										
1954	39,760	895	1,094	2,656	9,695	9,516	7,914	5,654	2,338	495
1955	40,196	934	1,121	2,802	9,720	9,598	8,027	5,653	2,342	487
1956	40,734	1,003	1,111	3,034	9,594	9,662	8,175	5,736	2,417	586
1957	40,821	992	1,115	3,153	9,483	9,719	8,317	5,735	2,308	607
1958	41,080	1,001	1,116	3,278	9,386	9,822	8,465	5,800	2,213	606
1959	41,397	1,077	1,202	3,408	9,261	9,876	8,581	5,833	2,158	596
1960	41,742	1,140	1,293	3,559	9,153	9,919	8,689	5,861	2,129	555
1961	41,986	1,067	1,372	3,681	9,072	9,961	8,776	5,988	2,068	649
1962	41,931	1,041	1,391	3,726	8,846	10,029	8,820	5,995	2,082	710
1963	42,404	1,183	1,380	3,955	8,805	10,079	8,944	6,090	1,967	661
1964	42,893	1,345	1,371	4,166	8,800	10,055	9,053	6,160	1,943	646
1965	43,400	1,359	1,639	4,279	8,823	10,023	9,129	6,188	1,958	669
1966	43,572	1,423	1,831	4,200	8,859	9,892	9,189	6,250	1,928	706
1967	44,042	1,464	1,727	4,416	9,101	9,784	9,260	6,349	1,943	738
1968	44,554	1,504	1,732	4,432	9,477	9,661	9,340	6,427	1,980	761
1969	45,185	1,583	1,830	4,615	9,773	9,509	9,413	6,467	1,995	788
1970	46,013	1,628	1,922	4,983	10,088	9,413	9,488	6,515	1,977	800
1971	46,801	1,675	2,038	5,422	10,390	9,286	9,530	6,542	1,918	840
1972	47,930	1,749	2,220	5,890	10,940	9,261	9,479	6,548	1,841	847
1973	48,648	1,862	2,297	6,206	11,478	9,187	9,454	6,432	1,733	882
Female										
1954	17,057	552	960	2,098	3,532	4,025	3,346	1,937	607	205
1955	17,886	576	966	2,137	3,546	4,131	3,654	2,156	720	224
1956	18,693	654	1,003	2,158	3,559	4,340	3,886	2,344	748	269
1957	18,920	645	1,022	2,131	3,561	4,397	4,065	2,357	743	292
1958	19,213	614	1,028	2,172	3,498	4,435	4,262	2,454	751	295
1959	19,556	698	1,023	2,135	3,409	4,479	4,467	2,577	767	307
1960	20,171	731	1,112	2,228	3,441	4,531	4,633	2,661	835	300
1961	20,668	700	1,222	2,345	3,431	4,596	4,741	2,785	849	376
1962	20,819	668	1,254	2,438	3,372	4,666	4,731	2,861	830	418
1963	21,426	767	1,228	2,582	3,424	4,780	4,845	2,977	823	365
1964	22,028	867	1,201	2,786	3,435	4,797	4,989	3,077	874	374
1965	22,736	862	1,405	2,910	3,568	4,876	5,032	3,203	879	382
1966	23,702	944	1,630	3,123	3,732	4,894	5,181	3,333	865	444
1967	24,657	967	1,591	3,470	4,021	4,980	5,285	3,468	877	485
1968	25,424	1,015	1,588	3,677	4,263	5,021	5,416	3,541	903	520
1969	26,594	1,115	1,640	3,999	4,516	5,055	5,645	3,665	958	534
1970	27,505	1,194	1,695	4,246	4,790	5,112	5,781	3,734	952	582
1971	27,989	1,210	1,749	4,422	4,968	5,083	5,814	3,787	956	590
1972	29,028	1,330	1,876	4,633	5,484	5,126	5,807	3,813	959	614
1973	30,041	1,432	1,962	4,858	6,055	5,236	5,806	3,750	941	657
NEGRO AND OTHER RACES										
Male										
1954	4,203	127	178	396	1,074	997	790	451	187	79
1955	4,279	135	178	419	1,085	998	813	468	183	79
1956	4,359	140	181	450	1,090	1,002	827	484	185	77
1957	4,376	135	175	473	1,088	1,012	836	487	170	78
1958	4,442	133	180	493	1,089	1,021	855	505	166	69
1959	4,490	130	188	532	1,085	1,023	849	512	163	79
1960	4,645	150	203	564	1,099	1,049	884	538	158	83
1961	4,666	142	210	575	1,103	1,050	891	542	151	77
1962	4,668	136	201	553	1,074	1,087	895	564	159	71
1963	4,725	138	206	558	1,070	1,109	891	584	168	77
1964	4,785	154	205	588	1,074	1,101	903	580	181	86
1965	4,855	172	226	614	1,079	1,098	916	575	173	90
1966	4,899	187	244	620	1,089	1,090	912	597	162	84
1967	4,945	194	249	628	1,106	1,076	929	590	175	91
1968	4,979	183	262	639	1,133	1,064	927	598	174	96
1969	5,036	187	271	667	1,167	1,048	931	592	175	86
1970	5,182	180	275	725	1,223	1,052	929	609	188	93
1971	5,220	175	272	772	1,263	1,037	927	604	170	87
1972	5,335	195	293	804	1,267	1,063	943	590	181	88
1973	5,555	196	310	874	1,370	1,083	977	571	175	82
Female										
1954	2,621	68	101	326	680	684	476	226	59	47
1955	2,663	65	117	307	706	673	499	235	60	34
1956	2,768	82	124	297	717	692	519	266	72	44
1957	2,812	71	122	311	694	719	550	274	70	40
1958	2,905	71	120	328	695	750	597	274	72	38
1959	2,928	66	107	338	690	748	614	304	69	42
1960	3,069	74	139	352	690	771	645	324	73	47
1961	3,136	74	146	353	712	793	662	320	77	44
1962	3,195	73	151	364	730	809	650	336	82	42
1963	3,279	82	153	377	749	821	656	354	84	39
1964	3,384	83	164	424	744	818	690	370	92	37
1965	3,464	92	154	454	761	844	680	383	96	39
1966	3,597	110	188	466	777	863	702	394	99	37
1967	3,704	110	219	497	827	864	699	387	102	48
1968	3,780	115	220	558	835	845	715	397	96	38
1969	3,918	125	219	598	878	846	741	412	99	39
1970	4,015	129	222	628	907	855	750	419	104	55
1971	4,102	122	212	649	965	871	755	429	101	48
1972	4,249	125	236	682	1,034	895	740	411	126	56
1973	4,470	146	257	734	1,131	910	750	428	113	45

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[1] Absolute numbers by color are not available prior to 1954 because population controls by color were not introduced into the Current Population Survey until that year.

Table A–4. Civilian Labor Force Participation Rates [1] for Persons 16 Years and Over, by Color, Sex, and Age: Annual Averages, 1948–73

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
WHITE										
Male										
1948	86.5	51.2	76.2	84.4	96.0	98.0	95.9	89.6	46.5	26.1
1949	86.4	50.1	74.8	86.5	95.9	98.0	95.6	87.6	46.6	26.3
1950	86.4	50.5	75.6	87.5	96.4	97.7	95.9	87.3	45.8	27.6
1951	86.5	52.7	74.2	88.4	97.0	97.6	96.0	87.4	44.5	26.9
1952	86.2	51.9	72.7	87.6	97.6	97.9	96.3	87.7	42.5	25.3
1953	86.1	49.8	72.8	87.4	97.5	97.9	96.4	87.7	41.3	23.6
1954	85.6	47.1	70.4	86.4	97.5	98.2	96.8	89.2	40.4	24.5
1955	85.4	48.0	71.7	85.6	97.8	98.3	96.7	88.4	39.5	23.5
1956	85.6	51.3	71.9	87.6	97.4	98.1	96.8	88.9	40.0	26.7
1957	84.8	49.6	71.6	86.7	97.2	98.0	96.6	88.0	37.7	25.1
1958	84.3	46.8	69.4	86.7	97.2	98.0	96.6	88.2	35.7	24.1
1959	83.8	45.4	70.3	87.3	97.5	98.0	96.3	87.9	34.3	24.2
1960	83.4	46.0	69.0	87.8	97.7	97.9	96.1	87.2	33.3	22.2
1961	83.0	44.3	66.2	87.6	97.7	97.9	95.9	87.8	31.9	22.2
1962	82.1	42.9	66.4	86.5	97.4	97.9	96.0	86.7	30.6	22.3
1963	81.5	42.4	67.8	85.8	97.4	97.8	96.2	86.6	28.4	21.4
1964	81.1	43.5	66.6	85.7	97.5	97.6	96.1	86.1	27.9	21.2
1965	80.8	44.6	65.8	85.3	97.4	97.7	95.9	85.2	27.9	21.7
1966	80.6	47.1	65.4	84.4	97.5	97.6	95.8	84.9	27.2	22.3
1967	80.7	47.9	66.1	84.0	97.5	97.7	95.6	84.9	27.1	22.6
1968	80.4	47.7	65.7	82.4	97.2	97.6	95.4	84.7	27.3	22.7
1969	80.2	48.8	66.3	82.6	97.0	97.4	95.1	83.9	27.3	23.0
1970	80.0	48.9	67.4	83.3	96.7	97.3	94.9	83.3	26.7	23.0
1971	79.6	49.2	67.8	83.2	96.3	97.0	94.7	82.6	25.6	23.7
1972	79.6	50.2	71.1	84.3	96.0	97.0	94.0	81.2	24.4	23.5
1973	79.5	52.7	72.3	85.8	96.3	96.8	93.5	79.0	22.8	24.4
Female										
1948	31.3	31.7	53.5	45.1	31.3	35.1	33.3	23.3	8.6	11.1
1949	31.8	31.4	54.0	44.4	31.7	36.1	34.3	24.2	9.1	10.3
1950	32.6	30.1	52.6	45.9	32.1	37.2	36.3	26.0	9.2	11.5
1951	33.4	32.4	54.1	46.7	33.6	38.0	38.0	26.5	8.5	11.2
1952	33.6	34.1	52.0	44.8	33.8	38.9	38.8	27.6	8.7	10.2
1953	33.4	31.2	51.9	44.1	31.7	38.8	38.7	28.5	9.4	9.9
1954	33.3	29.3	52.1	44.4	32.5	39.4	39.8	29.1	9.1	10.5
1955	34.5	29.9	52.0	45.8	32.8	39.9	42.7	31.8	10.5	11.2
1956	35.7	33.5	53.0	46.5	33.2	41.5	44.4	34.0	10.6	12.7
1957	35.7	32.1	52.6	45.8	33.6	41.5	45.4	33.7	10.2	12.5
1958	35.8	28.8	52.3	46.1	33.6	41.4	46.5	34.5	10.1	12.2
1959	36.0	29.9	50.8	44.5	33.4	41.4	47.8	35.7	10.2	13.0
1960	36.5	30.0	51.9	45.7	34.1	41.5	48.6	36.2	10.6	12.5
1961	36.9	29.4	51.9	46.9	34.3	41.8	48.9	37.2	10.5	13.5
1962	36.7	27.9	51.6	47.1	34.1	42.2	48.9	38.0	9.8	13.7
1963	37.2	27.9	51.3	47.3	34.8	43.1	49.5	38.9	9.4	12.2
1964	37.5	28.5	49.6	48.8	35.0	43.3	50.2	39.4	9.9	12.7
1965	38.1	28.7	50.6	49.2	36.3	44.3	49.9	40.3	9.7	12.9
1966	39.2	31.8	53.1	51.0	37.7	45.0	50.6	41.1	9.4	14.5
1967	40.1	32.3	52.7	53.1	39.7	46.4	50.9	41.9	9.3	15.4
1968	40.7	33.0	53.3	54.0	40.6	47.5	51.5	42.0	9.4	16.0
1969	41.8	35.2	54.6	56.4	41.7	48.6	53.0	42.6	9.7	16.1
1970	42.6	36.6	55.0	57.7	43.2	49.9	53.7	42.6	9.5	17.3
1971	42.6	36.4	55.0	57.9	43.6	50.2	53.7	42.5	9.3	17.2
1972	43.2	39.3	57.4	59.4	45.8	50.7	53.4	42.0	9.0	17.7
1973	44.1	41.7	58.9	61.6	48.5	52.2	53.4	40.8	8.7	18.9

Footnote at end of table.

Table A–4. Civilian Labor Force Participation Rates [1] for Persons 16 Years and Over, by Color, Sex, and Age: Annual Averages, 1948–73—Continued

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
NEGRO AND OTHER RACES										
Male										
1948	87.3	59.8	77.8	85.6	95.3	97.2	94.7	88.6	50.3	39.3
1949	87.0	60.4	80.8	89.7	94.1	97.3	95.6	86.0	51.4	36.6
1950	85.9	57.4	78.2	91.4	92.6	96.2	95.1	81.9	45.5	37.7
1951	86.3	54.7	80.8	88.7	95.7	96.4	95.1	84.6	49.5	34.6
1952	86.8	52.3	79.1	92.8	96.2	97.2	95.0	85.7	43.3	30.5
1953	86.2	53.0	76.7	92.3	96.7	97.3	93.9	86.7	41.1	27.8
1954	85.2	46.7	78.4	91.1	96.2	96.6	93.2	83.0	41.2	27.2
1955	85.0	48.2	75.7	89.7	95.8	96.2	94.2	83.1	40.0	27.1
1956	85.1	49.6	76.4	88.9	96.2	96.2	94.4	83.9	39.8	25.5
1957	84.3	47.5	72.0	89.6	96.1	96.5	93.5	82.4	35.9	24.7
1958	84.0	45.1	71.7	88.7	96.3	96.4	93.9	83.3	34.5	21.3
1959	83.4	41.7	72.0	90.8	96.3	95.8	92.8	82.5	33.5	23.9
1960	83.0	45.6	71.2	90.4	96.2	95.5	92.3	82.5	31.2	23.3
1961	82.2	42.5	70.5	89.7	95.9	94.8	92.3	81.6	29.4	19.2
1962	80.8	40.2	68.8	89.3	95.3	94.5	92.2	81.5	27.2	16.5
1963	80.2	37.2	63.1	88.6	94.9	94.9	91.1	82.5	27.6	17.2
1964	80.0	37.3	67.2	89.4	95.9	94.4	91.6	80.6	29.6	18.7
1965	79.6	39.3	66.7	89.8	95.7	94.2	92.0	78.8	27.9	18.9
1966	79.0	41.1	63.7	89.9	95.5	91.1	90.7	81.1	25.6	17.3
1967	78.5	41.2	62.7	87.2	95.5	93.6	91.3	79.3	27.2	18.3
1968	77.6	37.9	63.3	85.0	95.0	93.4	90.1	79.6	26.6	18.1
1969	76.9	37.7	63.2	84.4	94.4	92.7	89.5	77.9	26.1	15.8
1970	76.5	34.8	61.8	83.5	93.7	93.2	88.2	79.2	27.4	16.6
1971	74.9	32.4	58.9	81.5	92.9	92.0	86.9	77.8	24.5	15.2
1972	73.7	34.1	60.1	81.5	92.7	91.4	86.1	73.6	23.6	14.7
1973	73.8	33.4	61.4	81.8	91.7	91.3	88.0	70.7	22.6	13.5
Female										
1948	45.6	29.1	41.2	47.1	50.6	53.3	51.1	37.6	17.5	21.0
1949	46.9	30.1	44.8	49.8	50.9	56.1	52.7	39.6	15.6	23.5
1950	46.9	30.2	40.6	46.9	51.6	55.7	54.3	40.9	16.5	22.0
1951	46.3	30.4	40.2	45.4	51.1	55.8	55.5	39.8	14.0	17.3
1952	45.5	27.4	44.7	43.9	50.1	54.0	52.7	42.3	14.3	18.5
1953	43.6	24.2	37.8	45.1	48.1	54.9	51.0	35.9	11.4	14.9
1954	46.1	24.5	37.7	49.6	49.7	57.5	53.4	41.2	12.2	16.2
1955	46.1	22.7	43.2	46.7	51.3	56.0	54.8	40.7	12.1	11.4
1956	47.3	28.3	44.6	44.9	52.1	57.0	55.3	44.5	14.5	14.4
1957	47.2	24.1	42.8	46.6	50.4	58.7	56.8	44.3	13.6	12.6
1958	48.0	23.2	41.2	48.3	50.8	60.8	59.8	42.8	13.3	11.6
1959	47.7	20.7	36.1	48.8	50.0	60.0	60.0	46.4	12.6	12.6
1960	48.2	22.1	44.3	48.8	49.7	59.8	60.5	47.3	12.8	13.2
1961	48.3	21.6	44.6	47.7	51.2	60.5	61.1	45.2	13.1	11.0
1962	48.0	21.0	45.5	48.6	52.0	59.7	60.5	46.1	12.2	9.7
1963	48.1	21.5	44.9	49.2	53.3	59.4	60.6	47.3	11.8	8.7
1964	48.5	19.5	46.5	53.6	52.8	58.4	62.3	48.4	12.7	8.0
1965	48.6	20.5	40.0	55.2	54.0	59.9	60.2	48.9	12.9	8.1
1966	49.3	23.6	44.0	54.5	54.9	60.9	61.0	49.1	13.0	7.5
1967	49.5	22.8	48.7	54.9	57.5	60.8	59.6	47.1	13.0	9.4
1968	49.3	23.3	46.9	58.4	56.6	59.3	59.8	47.0	11.9	7.2
1969	49.8	24.4	45.4	58.6	57.8	59.5	60.8	47.5	11.9	7.1
1970	49.5	24.3	44.7	57.7	57.6	59.9	60.2	47.1	12.2	9.7
1971	49.2	21.9	41.4	56.0	59.2	61.0	59.4	47.1	11.5	8.3
1972	48.7	21.4	43.9	56.7	60.1	60.7	57.3	43.9	12.8	9.3
1973	49.1	24.3	45.1	57.5	61.0	60.7	56.4	44.7	11.1	7.4

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[1] Percent of civilian noninstitutional population in the civilian labor force.

Table A–5. Employment Status of the Civilian Labor Force, by Color, for Teenagers 16 to 19 Years Old and for Adults: Annual Averages, 1954–73 [1]

Employment status and year	White				Negro and other races			
	Total, 16 years and over	16 to 19 years, both sexes	20 years and over		Total, 16 years and over	16 to 19 years, both sexes	20 years and over	
			Male	Female			Male	Female
CIVILIAN LABOR FORCE (thousands)								
1954	56,817	3,501	37,770	15,543	6,824	474	3,898	2,453
1955	58,082	3,597	38,143	16,346	6,942	495	3,966	2,480
1956	59,427	3,771	38,620	17,035	7,127	527	4,038	2,563
1957	59,741	3,774	38,714	17,253	7,188	503	4,066	2,619
1958	60,293	3,759	38,964	17,572	7,347	504	4,130	2,713
1959	60,953	4,000	39,118	17,834	7,418	491	4,171	2,755
1960	61,913	4,276	39,310	18,330	7,714	566	4,293	2,858
1961	62,654	4,361	39,547	18,747	7,802	572	4,313	2,918
1962	62,750	4,354	39,499	18,897	7,863	561	4,332	2,970
1963	63,830	4,558	39,841	19,430	8,004	579	4,381	3,042
1964	64,921	4,784	40,177	19,960	8,169	606	4,427	3,138
1965	66,136	5,265	40,401	20,468	8,319	644	4,456	3,218
1966	67,274	5,828	40,318	21,128	8,496	729	4,468	3,299
1967	68,699	5,748	40,851	22,100	8,648	771	4,502	3,375
1968	69,977	5,839	41,318	22,821	8,760	779	4,535	3,446
1969	71,779	6,168	41,772	23,839	8,954	801	4,579	3,574
1970	73,518	6,439	42,463	24,616	9,197	807	4,726	3,664
1971	74,790	6,672	43,088	25,030	9,322	781	4,773	3,769
1972	76,958	7,175	43,961	25,822	9,584	849	4,847	3,888
1973	78,689	7,552	44,490	26,647	10,025	909	5,049	4,066
EMPLOYED (thousands)								
1954	53,957	3,079	36,123	14,755	6,150	396	3,511	2,244
1955	55,834	3,226	36,896	15,712	6,341	417	3,632	2,290
1956	57,265	3,387	37,474	16,404	6,535	431	3,742	2,362
1957	57,452	3,373	37,479	16,600	6,619	407	3,760	2,452
1958	56,614	3,217	36,808	16,589	6,422	366	3,604	2,454
1959	58,005	3,475	37,533	16,998	6,624	363	3,734	2,527
1960	58,850	3,701	37,663	17,487	6,927	428	3,880	2,618
1961	58,912	3,692	37,533	17,687	6,832	414	3,809	2,610
1962	59,698	3,774	37,918	18,006	7,004	420	3,897	2,686
1963	60,622	3,850	38,272	18,499	7,140	403	3,979	2,757
1964	61,922	4,076	38,798	19,048	7,383	441	4,088	2,855
1965	63,445	4,562	39,232	19,652	7,643	475	4,190	2,979
1966	65,019	5,176	39,417	20,426	7,875	544	4,249	3,082
1967	66,361	5,113	39,985	21,263	8,011	569	4,309	3,134
1968	67,751	5,195	40,503	22,052	8,169	585	4,356	3,229
1969	69,518	5,508	40,978	23,032	8,384	609	4,410	3,365
1970	70,182	5,568	41,093	23,521	8,445	573	4,461	3,412
1971	70,716	5,662	41,347	23,707	8,403	533	4,428	3,442
1972	73,074	6,158	42,362	24,554	8,628	564	4,518	3,546
1973	75,278	6,602	43,183	25,494	9,131	634	4,762	3,734
UNEMPLOYED (thousands)								
1954	2,860	422	1,647	788	674	78	387	209
1955	2,248	371	1,247	634	601	78	334	190
1956	2,162	384	1,146	631	592	96	296	201
1957	2,289	401	1,236	657	569	96	306	165
1958	3,679	542	2,156	983	925	138	526	259
1959	2,947	525	1,585	836	794	128	437	228
1960	3,063	575	1,647	843	787	138	413	237
1961	3,742	669	2,014	1,060	970	158	504	308
1962	3,052	580	1,581	891	859	141	435	284
1963	3,208	708	1,569	931	864	176	402	285
1964	2,999	708	1,379	912	786	165	339	283
1965	2,691	703	1,169	817	676	169	267	239
1966	2,253	651	901	703	621	185	219	217
1967	2,338	635	866	837	638	204	193	241
1968	2,226	644	814	768	590	195	179	217
1969	2,261	660	794	806	570	193	168	209
1970	3,337	871	1,371	1,095	752	235	265	252
1971	4,074	1,010	1,741	1,324	919	248	345	326
1972	3,884	1,017	1,599	1,268	956	284	329	342
1973	3,411	950	1,307	1,153	894	275	287	332
UNEMPLOYMENT RATE								
1954	5.0	12.1	4.4	5.1	9.9	16.5	9.9	8.5
1955	3.9	10.3	3.3	3.9	8.7	15.8	8.4	7.7
1956	3.6	10.2	3.0	3.7	8.3	18.2	7.3	7.8
1957	3.8	10.6	3.2	3.8	7.9	19.1	7.5	6.3
1958	6.1	14.4	5.5	5.6	12.6	27.4	12.7	9.5
1959	4.8	13.1	4.1	4.7	10.7	26.1	10.5	8.3
1960	4.9	13.4	4.2	4.6	10.2	24.4	9.6	8.3
1961	6.0	15.3	5.1	5.7	12.4	27.6	11.7	10.6
1962	4.9	13.3	4.0	4.7	10.9	25.1	10.0	9.6
1963	5.0	15.5	3.9	4.8	10.8	30.4	9.2	9.4
1964	4.6	14.8	3.4	4.6	9.6	27.2	7.7	9.0
1965	4.1	13.4	2.9	4.0	8.1	26.2	6.0	7.4
1966	3.3	11.2	2.2	3.3	7.3	25.4	4.9	6.6
1967	3.4	11.0	2.1	3.8	7.4	26.5	4.3	7.1
1968	3.2	11.0	2.0	3.4	6.7	25.0	3.9	6.3
1969	3.1	10.7	1.9	3.4	6.4	24.0	3.7	5.8
1970	4.5	13.5	3.2	4.4	8.2	29.1	5.6	6.9
1971	5.4	15.1	4.0	5.3	9.9	31.7	7.2	8.7
1972	5.0	14.2	3.6	4.9	10.0	33.5	6.8	8.8
1973	4.3	12.6	2.9	4.3	8.9	30.2	5.7	8.2

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[1] See footnote 1, table A-2.

Table A-6. Employment Status of Young Workers 16 to 24 Years Old: Annual Averages, 1947–73

Employment status and year	Total, 16 years and over	Total, 16 to 24 years	16 to 19 years			20 to 24 years
			Total	16 and 17	18 and 19	
CIVILIAN LABOR FORCE (thousands)						
1947	59,350	11,668	4,323	1,750	2,573	7,345
1948	60,621	11,828	4,435	1,780	2,655	7,393
1949	61,286	11,629	4,289	1,704	2,585	7,340
1950	62,208	11,523	4,216	1,659	2,557	7,307
1951	62,017	10,699	4,105	1,743	2,362	6,594
1952	62,138	9,903	4,063	1,807	2,256	5,840
1953	63,015	9,509	4,026	1,726	2,300	5,483
1954	63,643	9,452	3,976	1,643	2,333	5,476
1955	65,023	9,759	4,093	1,711	2,382	5,666
1956	66,552	10,236	4,296	1,877	2,419	5,940
1957	66,929	10,344	4,276	1,843	2,433	6,068
1958	67,639	10,531	4,260	1,818	2,442	6,271
1959	68,369	10,905	4,492	1,971	2,521	6,413
1960	69,628	11,543	4,840	2,093	2,747	6,703
1961	70,459	11,888	4,935	1,984	2,951	6,953
1962	70,614	11,997	4,915	1,918	2,997	7,082
1963	71,833	12,611	5,138	2,171	2,967	7,473
1964	73,091	13,353	5,390	2,449	2,941	7,963
1965	74,455	14,168	5,910	2,485	3,425	8,258
1966	75,770	14,966	6,557	2,664	3,893	8,409
1967	77,347	15,529	6,519	2,734	3,786	9,010
1968	78,737	15,923	6,618	2,817	3,802	9,305
1969	80,733	16,849	6,970	3,009	3,960	9,879
1970	82,715	17,829	7,246	3,132	4,114	10,583
1971	84,113	18,718	7,453	3,181	4,272	11,265
1972	86,542	20,034	8,024	3,398	4,626	12,010
1973	88,714	21,132	8,461	3,636	4,825	12,671
EMPLOYED (thousands)						
1947	57,039	10,738	3,909	1,573	2,336	6,829
1948	58,344	10,965	4,028	1,602	2,426	6,937
1949	57,649	10,371	3,712	1,466	2,246	6,659
1950	58,920	10,449	3,703	1,433	2,270	6,746
1951	59,962	10,088	3,767	1,575	2,192	6,321
1952	60,254	9,289	3,718	1,626	2,092	5,571
1953	61,181	8,945	3,719	1,577	2,142	5,226
1954	60,110	8,446	3,475	1,422	2,053	4,971
1955	62,171	8,914	3,643	1,500	2,143	5,271
1956	63,802	9,364	3,818	1,647	2,171	5,546
1957	64,071	9,413	3,780	1,613	2,167	5,638
1958	63,036	9,152	3,582	1,519	2,063	5,576
1959	64,630	9,713	3,838	1,670	2,168	5,875
1960	65,778	10,249	4,129	1,769	2,360	6,124
1961	65,746	10,338	4,107	1,621	2,486	6,232
1962	66,702	10,641	4,195	1,607	2,588	6,443
1963	67,762	11,070	4,255	1,751	2,504	6,819
1964	69,305	11,820	4,516	2,013	2,503	7,309
1965	71,088	12,738	5,036	2,074	2,962	7,702
1966	72,895	13,684	5,721	2,269	3,452	7,969
1967	74,372	14,181	5,682	2,333	3,349	8,490
1968	75,920	14,542	5,780	2,403	3,377	8,760
1969	77,902	15,436	6,117	2,573	3,543	9,319
1970	78,627	15,860	6,141	2,596	3,545	9,719
1971	79,120	16,339	6,195	2,587	3,608	10,144
1972	81,702	17,616	6,722	2,770	3,952	10,894
1973	84,409	18,923	7,236	3,008	4,228	11,687
UNEMPLOYED (thousands)						
1947	2,311	930	414	177	237	516
1948	2,276	863	407	178	229	456
1949	3,637	1,255	575	238	337	680
1950	3,288	1,074	513	226	287	561
1951	2,055	609	336	168	168	273
1952	1,883	613	345	180	165	268
1953	1,834	563	307	150	157	256
1954	3,532	1,005	501	221	280	504
1955	2,852	846	450	211	239	396
1956	2,750	873	478	231	247	395
1957	2,859	925	496	230	266	429
1958	4,602	1,379	678	299	379	701
1959	3,740	1,197	654	301	353	543
1960	3,852	1,294	711	324	387	583
1961	4,714	1,550	828	363	465	722
1962	3,911	1,356	720	311	409	636
1963	4,070	1,541	883	420	463	658
1964	3,786	1,532	872	435	437	600
1965	3,366	1,431	874	411	463	557
1966	2,875	1,281	836	395	441	445
1967	2,975	1,350	838	401	438	512
1968	2,817	1,382	839	413	425	543
1969	2,831	1,413	853	436	417	560
1970	4,088	1,969	1,105	536	569	864
1971	4,993	2,378	1,257	594	663	1,121
1972	4,840	2,418	1,302	628	674	1,116
1973	4,304	2,210	1,225	628	597	985

Table A-6. Employment Status of Young Workers 16 to 24 Years Old: Annual Averages, 1947–73—Continued

Employment status and year	Total, 16 years and over	Total, 16 to 24 years	16 to 19 years: Total	16 to 19 years: 16 and 17	16 to 19 years: 18 and 19	20 to 24 years
UNEMPLOYMENT RATE						
1947	3.9	8.0	9.6	10.1	9.2	7.2
1948	3.8	7.3	9.2	10.0	8.6	6.2
1949	5.9	10.8	13.4	14.0	13.0	9.3
1950	5.3	9.3	12.2	13.6	11.2	7.7
1951	3.3	5.7	8.2	9.8	7.1	4.1
1952	3.0	6.2	8.5	10.0	7.3	4.6
1953	2.9	5.9	7.6	8.7	6.8	4.7
1954	5.5	10.6	12.6	13.5	12.0	9.2
1955	4.4	8.7	11.0	12.3	10.0	7.0
1956	4.1	8.5	11.1	12.3	10.2	6.6
1957	4.3	9.0	11.6	12.5	10.9	7.1
1958	6.8	13.1	15.9	16.4	15.5	11.2
1959	5.5	11.0	14.6	15.3	14.0	8.5
1960	5.5	11.2	14.7	15.5	14.1	8.7
1961	6.7	13.0	16.8	18.3	15.8	10.4
1962	5.5	11.3	14.6	16.2	13.6	9.0
1963	5.7	12.2	17.2	19.3	15.6	8.8
1964	5.2	11.5	16.2	17.8	14.9	8.3
1965	4.5	10.1	14.8	16.5	13.5	6.7
1966	3.8	8.6	12.7	14.8	11.3	5.3
1967	3.8	8.7	12.9	14.7	11.6	5.7
1968	3.6	8.7	12.7	14.7	11.2	5.8
1969	3.5	8.4	12.2	14.5	10.5	5.7
1970	4.9	11.0	15.3	17.1	13.8	8.2
1971	5.9	12.7	16.9	18.7	15.5	9.9
1972	5.6	12.1	16.2	18.5	14.6	9.3
1973	4.9	10.5	14.5	17.3	12.4	7.8

Table A-7. Persons 16 Years and Over Not in the Labor Force, by Sex, Color, and Age: Annual Averages, 1947–73 [1]

[Thousands]

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
MALE										
1947	6,710	1,069	458	907	468	191	369	658	2,590	1,532
1948	6,710	1,019	460	854	441	202	348	678	2,710	1,503
1949	6,825	1,006	463	725	462	205	372	821	2,773	1,529
1950	6,906	996	463	639	437	242	356	871	2,904	1,551
1951	6,725	958	421	517	334	251	347	864	3,034	1,597
1952	6,832	1,020	437	451	270	220	330	849	3,255	1,670
1953	7,117	1,052	452	428	282	196	308	823	3,576	1,723
1954	7,431	1,151	507	458	295	206	316	780	3,716	1,738
1955	7,634	1,155	499	488	263	209	326	840	3,856	1,796
1956	7,633	1,096	491	486	299	228	321	812	3,902	1,832
1957	8,118	1,157	510	540	318	235	347	887	4,125	2,046
1958	8,514	1,302	562	568	311	233	355	875	4,305	2,163
1959	8,907	1,475	581	548	280	251	394	915	4,463	2,112
1960	9,274	1,515	663	556	262	263	427	973	4,615	2,219
1961	9,633	1,531	786	589	263	274	445	953	4,786	2,596
1962	10,231	1,587	794	646	288	274	447	1,050	5,145	2,828
1963	10,792	1,842	748	727	290	289	439	1,066	5,391	2,798
1964	11,169	2,005	788	766	270	312	446	1,133	5,451	2,778
1965	11,527	1,956	965	807	280	306	467	1,227	5,518	2,795
1966	11,792	1,868	1,106	844	276	312	499	1,253	5,635	2,864
1967	11,919	1,871	1,034	934	290	303	517	1,281	5,692	2,941
1968	12,315	1,948	1,054	1,057	334	315	552	1,312	5,743	3,022
1969	12,677	1,972	1,067	1,097	369	334	592	1,406	5,821	3,098
1970	13,066	2,037	1,099	1,142	422	340	636	1,464	5,925	3,154
1971	13,715	2,092	1,159	1,270	491	372	678	1,550	6,103	3,187
1972	14,193	2,115	1,097	1,281	551	388	756	1,728	6,278	3,273
1973	14,541	2,061	1,077	1,224	571	403	788	1,945	6,473	3,261
FEMALE										
1947	35,767	1,541	1,090	3,342	7,970	6,454	5,621	4,733	5,016	1,841
1948	35,737	1,466	1,071	3,285	7,912	6,500	5,511	4,879	5,114	1,783
1949	35,883	1,428	1,032	3,249	7,955	6,486	5,524	4,957	5,253	1,814
1950	35,881	1,422	1,048	3,136	7,958	6,486	5,442	4,966	5,423	1,843
1951	35,879	1,395	989	3,058	7,842	6,513	5,379	5,033	5,671	1,891
1952	36,281	1,408	996	3,100	7,870	6,535	5,426	5,060	5,867	1,947
1953	36,924	1,462	1,022	3,050	8,084	6,627	5,434	4,982	6,262	1,969
1954	37,247	1,542	1,048	2,953	8,024	6,708	5,465	5,037	6,460	1,985
1955	37,026	1,474	1,044	2,884	7,930	6,740	5,326	4,959	6,569	2,036
1956	[illegible]	1,508	1,043	2,847	7,814	6,648	5,285	4,874	6,751	2,114
1957	37,218	1,587	1,083	2,879	7,705	6,705	5,311	4,987	6,961	2,317
1958	37,574	1,752	1,110	2,895	7,583	6,765	5,298	5,018	7,154	2,416
1959	38,053	1,891	1,180	3,014	7,488	6,831	5,291	4,993	7,365	2,348
1960	38,343	1,963	1,205	3,014	7,354	6,905	5,323	5,051	7,528	2,406
1961	38,679	1,946	1,314	3,042	7,247	6,911	5,379	5,087	7,753	2,769
1962	39,308	1,998	1,359	3,125	7,194	6,935	5,374	[illegible]	8,256	3,033
1963	39,791	2,289	1,355	3,265	7,062	6,872	5,368	[illegible]	8,514	3,031
1964	40,225	2,522	1,410	3,287	7,044	6,859	5,370	[illegible]	8,610	3,000
1965	40,531	2,494	1,605	3,376	6,906	6,685	5,505	[illegible]	8,808	3,031
1966	40,496	2,382	1,680	3,387	6,811	6,530	5,496	[illegible]	9,029	3,069
1967	40,608	2,399	1,659	3,478	6,716	6,309	5,568	[illegible]	9,243	3,133
1968	40,976	2,436	1,642	3,529	6,871	6,131	5,585	5,340	9,442	3,222
1969	40,924	2,442	1,626	3,512	6,942	5,918	5,485	5,389	9,611	3,296
1970	41,214	2,470	1,660	3,579	6,972	5,711	5,475	5,496	9,851	3,298

Footnotes at end of table.

Table A–7. Persons 16 Years and Over Not in the Labor Force, by Sex, Color, and Age: Annual Averages, 1947–73 [1]—Continued

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
FEMALE—Continued										
1971	41, 952	2, 551	1, 733	3, 723	7, 103	5, 594	5, 539	5, 606	10, 102	3, 368
1972	42, 591	2, 515	1, 694	3, 693	7, 175	5, 567	5, 611	5, 800	10, 537	3, 400
1973	42, 681	2, 462	1, 684	3, 565	7, 147	5, 383	5, 654	5, 982	10, 806	3, 386
WHITE										
Male										
1954	6, 702	1, 007	459	418	253	172	258	687	3, 449	1, 527
1955	6, 881	1, 011	442	439	216	170	276	745	3, 581	1, 582
1956	6, 870	952	435	430	257	186	271	719	3, 621	1, 609
1957	7, 301	1, 008	442	485	274	198	289	783	3, 822	1, 808
1958	7, 667	1, 139	491	505	270	196	300	774	3, 990	1, 909
1959	8, 013	1, 293	508	495	238	205	328	806	4, 140	1, 862
1960	8, 325	1, 336	580	495	220	212	353	860	4, 266	1, 945
1961	8, 624	1, 340	701	523	218	217	372	831	4, 422	2, 269
1962	9, 124	1, 385	703	580	234	210	371	922	4, 719	2, 468
1963	9, 629	1, 609	656	655	234	230	353	941	4, 952	2, 428
1964	9, 976	1, 746	688	696	223	246	363	992	5, 021	2, 403
1965	10, 283	1, 691	852	738	234	240	387	1, 073	5, 070	2, 409
1966	10, 491	1, 600	967	774	225	243	404	1, 112	5, 164	2, 462
1967	10, 566	1, 594	886	842	238	229	429	1, 126	5, 224	2, 530
1968	10, 881	1, 649	903	944	275	240	450	1, 158	5, 262	2, 594
1969	11, 164	1, 663	929	974	300	251	483	1, 238	5, 325	2, 641
1970	11, 475	1, 699	929	999	341	263	512	1, 304	5, 428	2, 686
1971	11, 961	1, 727	969	1, 096	394	283	538	1, 378	5, 578	2, 700
1972	12, 291	1, 738	902	1, 098	451	289	605	1, 516	5, 693	2, 764
1973	12, 565	1, 670	882	1, 030	446	300	654	1, 709	5, 874	2, 734
Female										
1954	34, 186	1, 332	881	2, 622	7, 338	6, 202	5, 051	4, 715	6, 044	1, 741
1955	33, 917	1, 353	890	2, 534	7, 260	6, 211	4, 912	4, 615	6, 142	1, 773
1956	33, 679	1, 299	889	2, 484	7, 154	6, 126	4, 866	4, 542	6, 319	1, 852
1957	34, 077	1, 363	920	2, 523	7, 023	6, 199	4, 893	4, 642	6, 515	2, 039
1958	34, 432	1, 517	938	2, 543	6, 909	6, 281	4, 897	4, 653	6, 691	2, 127
1959	34, 537	1, 639	992	2, 659	6, 807	6, 333	4, 881	4, 642	6, 886	2, 056
1960	35, 044	1, 702	1, 030	2, 645	6, 656	6, 387	4, 903	4, 688	7, 030	2, 095
1961	35, 326	1, 678	1, 132	2, 654	6, 568	6, 395	4, 956	4, 700	7, 242	2, 411
1962	35, 841	1, 724	1, 178	2, 740	6, 522	6, 388	4, 950	4, 672	7, 666	2, 643
1963	36, 248	1, 990	1, 166	2, 877	6, 404	6, 309	4, 940	4, 673	7, 887	2, 622
1964	36, 637	2, 180	1, 221	2, 921	6, 379	6, 277	4, 953	4, 727	7, 979	2, 572
1965	36, 865	2, 137	1, 374	3, 008	6, 258	6, 119	5, 056	4, 751	8, 163	2, 591
1966	36, 801	2, 026	1, 442	2, 997	6, 172	5, 976	5, 049	4, 774	8, 365	2, 614
1967	36, 835	2, 026	1, 428	3, 070	6, 104	5, 752	5, 094	4, 803	8, 558	2, 674
1968	37, 089	2, 057	1, 393	3, 132	6, 230	5, 551	5, 104	4, 892	8, 730	2, 729
1969	36, 970	2, 057	1, 362	3, 089	6, 301	5, 341	5, 006	4, 935	8, 878	2, 783
1970	37, 119	2, 066	1, 386	3, 118	6, 305	5, 140	4, 979	5, 026	9, 100	2, 785
1971	37, 708	2, 118	1, 432	3, 213	6, 437	5, 038	5, 022	5, 124	9, 323	2, 834
1972	38, 110	2, 058	1, 392	3, 173	6, 488	4, 987	5, 058	5, 275	9, 679	2, 856
1973	38, 049	2, 006	1, 371	3, 023	6, 425	4, 794	5, 075	5, 451	9, 904	2, 819
NEGRO AND OTHER RACES										
Male										
1954	729	145	49	40	45	34	57	94	268	211
1955	755	145	57	48	47	38	48	95	274	213
1956	761	142	56	57	45	39	49	93	281	228
1957	818	149	66	[illegible]	44	37	58	104	303	238
1958	845	162	71	63	42	37	55	101	314	255
1959	894	182	73	54	41	45	66	109	324	251
1960	950	[illegible]	82	61	42	50	75	114	348	273
1961	1, 011	192	88	65	47	58	74	122	365	325
1962	1, 109	202	91	66	54	63	76	129	425	359
1963	1, 163	233	92	72	57	59	87	126	439	370
1964	1, 193	259	100	70	46	65	84	140	430	375
1965	1, 246	265	112	70	47	68	80	155	448	385
1966	1, 301	[illegible]	139	70	51	68	95	141	471	420
1967	1, 353	276	148	92	52	74	88	155	469	410
1968	1, 434	299	152	113	60	75	102	184	481	428
1969	1, 513	308	158	123	69	82	110	168	495	458
1970	1, 591	338	170	143	82	77	125	160	497	468
1971	1, 753	364	190	175	97	90	140	173	525	486
1972	1, 902	377	195	183	100	100	152	212	585	509
1973	1, 977	391	195	195	125	103	134	236	599	527
Female										
1954	3, 062	210	167	330	687	507	415	322	425	244
1955	3, 109	221	154	350	670	530	414	343	427	263
1956	3, 089	208	154	363	659	520	419	332	431	262
1957	3, 140	224	163	356	682	506	418	345	446	278
1958	3, 142	235	171	351	674	484	401	364	461	289
1959	3, 216	253	189	355	681	490	410	353	479	292
1960	3, 300	261	175	370	697	519	419	363	497	310
1961	3, 353	268	181	386	679	517	422	388	512	[illegible]
1962	3, 468	274	181	385	673	546	424	395	590	389
1963	3, 544	300	188	389	658	562	429	367	625	410
1964	3, 588	342	189	367	664	582	417	395	631	428
1965	3, 666	356	231	369	648	567	449	400	645	440
1966	3, 695	356	238	389	639	554	447	408	664	455
1967	3, 773	373	232	408	613	557	474	435	685	460
1968	3, 886	379	249	398	641	579	481	448	712	493
1969	3, 955	385	264	423	640	577	478	455	733	513
1970	4, 095	404	274	461	667	571	496	470	751	513
1971	4, 243	433	301	510	666	556	517	482	778	534
1972	4, 481	457	302	520	687	580	553	524	858	544
1973	4, 632	456	313	542	721	590	579	531	901	567

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[1] See footnote 1, table A-3.

Table A-8. Persons Not in the Labor Force, by Desire for Job and Reason for Nonparticipation: Annual Averages, 1967–73

[Thousands]

Reason for nonparticipation	Not in labor force						
	1973	1972	1971	1970 [1]	1969	1968	1967
Total not in labor force	57,220	56,783	55,662	54,275	53,596	53,289	52,484
In school	7,344	7,501	7,615	7,126	7,084	7,007	6,745
Ill health, disability	5,191	4,945	4,632	4,358	4,453	4,340	4,509
Home responsibilities	33,188	33,482	33,223	33,088	32,641	32,930	32,564
Retirement, old age	7,165	6,691	6,160	5,918	5,795	5,440	5,313
Think cannot get job	679	765	774	638	574	667	732
All other reasons	3,652	3,398	3,260	3,145	3,049	2,804	2,622
Want job now	4,460	4,461	4,404	3,877	4,459	4,478	4,698
In school	1,227	1,200	1,242	1,075	1,126	1,115	1,104
Ill health, disability	619	632	555	489	627	656	768
Home responsibilities	1,043	1,098	1,020	926	1,257	1,263	1,325
Think cannot get job, total	679	765	774	638	574	667	732
Both sexes, 16 to 19 years	133	132	139	120	95	109	112
Male, 20 years and over	166	175	179	155	143	171	177
Female, 20 years and over	380	457	456	362	337	387	444
Male, 16 years and over	225	239	238	221	183	213	222
Female, 16 years and over	454	525	536	417	391	454	511
White	500	578	589	494	446	523	577
Negro and other races	179	188	185	145	128	145	156
All other reasons	892	766	813	749	875	777	769
Do not want job now	52,760	52,322	51,258	50,398	49,137	48,809	47,786
In school	6,117	6,301	6,373	6,051	5,958	5,892	5,641
Ill health, disability	4,572	4,313	4,077	3,869	3,826	3,684	3,741
Home responsibilities	32,145	32,384	32,203	32,162	31,384	31,667	31,239
Retirement, old age	7,165	6,691	6,160	5,918	5,795	5,540	5,313
All other reasons	2,760	2,632	2,447	2,396	2,174	2,027	1,853

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[1] Because of a change in the sampling pattern for persons not in the labor force introduced in 1970, some of the data for the 1967-69 period may not be strictly comparable with data for subsequent years, particularly with regard to persons in the category "want job now."

Table A-9. Persons Not in the Labor Force Who Stopped Working During Previous 12 Months, by Sex, Color, and Reason for Leaving Last Job: Annual Averages, 1967–73

[Numbers in thousands]

Item	Left job previous 12 months						
	1973	1972	1971	1970	1969	1968	1967
TOTAL							
Total: Number	10,043	9,623	10,098	10,130	10,175	9,752	9,327
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0
School, home responsibilities	47.8	46.8	47.7	49.3	50.5	50.3	49.2
Ill health, disability	9.4	9.1	8.7	8.9	9.6	9.2	9.5
Retirement, old age	8.1	8.1	7.4	6.7	6.1	6.0	5.3
Economic reasons	17.9	19.3	19.5	18.0	16.6	17.8	17.1
End of seasonal job	8.3	8.6	8.5	8.1	8.5	9.1	9.2
Slack work	4.4	4.9	5.2	4.3	3.1	3.1	3.3
End of temporary job	5.2	5.8	5.8	5.7	5.1	5.6	4.6
All other reasons	16.8	16.7	16.7	17.1	17.2	16.7	18.9
SEX							
Male: Number	3,714	3,561	3,706	3,660	3,669	3,423	3,280
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0
School, home responsibilities	41.6	41.0	41.7	44.2	46.3	46.7	46.5
Ill health, disability	12.0	10.7	10.8	11.1	11.6	11.0	11.3
Retirement, old age	14.4	14.5	13.8	11.9	11.7	11.4	10.6
Economic reasons	16.2	17.1	16.7	15.5	13.4	14.3	13.4
End of seasonal job	8.0	8.6	7.7	7.6	7.6	7.7	7.7
Slack work	4.3	4.2	4.9	4.1	2.5	2.6	2.5
End of temporary job	3.8	4.2	4.0	3.9	3.2	3.9	3.2
All other reasons	15.9	16.8	17.0	17.2	17.1	16.7	18.1
Female: Number	6,329	6,062	6,391	6,470	6,507	6,328	6,047
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0
School, home responsibilities	51.4	50.1	51.2	52.2	52.8	52.3	50.6
Ill health, disability	7.9	8.2	7.5	7.7	8.4	8.3	8.5
Retirement, old age	4.4	4.4	3.6	3.7	2.9	3.1	2.5
Economic reasons	18.9	20.6	21.2	19.5	18.5	19.7	19.1
End of seasonal job	8.4	8.5	9.0	8.5	9.0	9.8	10.0
Slack work	4.4	5.3	5.4	4.3	3.4	3.5	3.8
End of temporary job	6.0	6.8	6.8	6.7	6.2	6.4	5.4
All other reasons	17.4	16.7	16.6	16.9	17.3	16.6	19.3
COLOR							
White: Number	8,779	8,423	8,809	8,823	8,849	8,494	8,119
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0
School, home responsibilities	48.1	47.5	48.7	49.8	51.3	51.6	50.4
Ill health, disability	9.0	8.6	7.9	8.2	8.9	8.3	8.7
Retirement, old age	8.7	8.6	8.0	7.3	6.6	6.6	5.8
Economic reasons	17.3	18.6	18.8	17.6	16.0	16.9	16.2
End of seasonal job	8.0	8.0	8.0	7.7	7.8	8.4	8.3
Slack work	4.1	4.8	5.0	4.2	3.0	3.0	3.2
End of temporary job	5.3	5.8	5.9	5.8	5.3	5.5	4.7
All other reasons	16.9	16.7	16.6	17.1	17.2	16.6	18.9
Negro and other races: Number	1,263	1,200	1,289	1,307	1,327	1,259	1,208
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0
School, home responsibilities	45.4	41.3	40.5	46.3	44.9	41.8	40.9
Ill health, disability	12.3	12.7	14.4	13.6	14.3	15.0	14.6
Retirement, old age	4.2	4.4	3.2	2.4	2.7	2.2	1.9
Economic reasons	21.5	24.4	24.5	20.8	20.9	23.5	23.5
End of seasonal job	10.6	12.7	12.3	11.2	13.3	13.6	15.0
Slack work	6.3	5.9	7.0	4.9	3.5	4.2	4.1
End of temporary job	4.6	5.9	5.1	4.7	4.0	5.7	4.5
All other reasons	16.6	17.3	17.5	15.8	17.3	17.3	19.1

Table A–10. Employed Persons 16 Years and Over, by Sex, Color, and Age: Annual Averages, 1947–73 [1]

[Thousands]

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
MALE										
1947	40,994	992	1,226	4,238	9,858	9,242	7,644	5,485	2,309	558
1948	41,726	997	1,348	4,350	10,039	9,363	7,742	5,586	2,303	542
1949	40,926	911	1,213	4,196	9,870	9,308	7,661	5,438	2,329	547
1950	41,580	909	1,277	4,255	10,060	9,445	7,790	5,508	2,336	582
1951	41,780	979	1,177	3,780	10,134	9,607	8,012	5,711	2,382	582
1952	41,684	985	1,121	3,182	10,352	9,753	8,144	5,804	2,343	553
1953	42,431	976	1,159	2,902	10,500	10,229	8,374	5,808	2,483	535
1954	41,620	881	1,104	2,724	10,254	10,082	8,330	5,830	2,414	545
1955	42,621	936	1,159	2,974	10,453	10,267	8,553	5,857	2,424	531
1956	43,380	1,008	1,156	3,246	10,337	10,385	8,732	6,004	2,512	619
1957	43,357	987	1,130	3,343	10,222	10,427	8,851	6,002	2,394	633
1958	42,423	948	1,064	3,293	9,790	10,291	8,828	5,954	2,254	619
1959	43,466	1,015	1,183	3,597	9,863	10,492	9,048	6,058	2,210	623
1960	43,904	1,089	1,271	3,754	9,759	10,551	9,182	6,106	2,191	581
1961	43,656	989	1,325	3,798	9,591	10,505	9,194	6,156	2,098	662
1962	44,177	990	1,372	3,898	9,475	10,711	9,333	6,260	2,137	715
1963	44,657	1,073	1,333	4,118	9,431	10,801	9,479	6,385	2,039	673
1964	45,474	1,242	1,345	4,370	9,531	10,832	9,637	6,477	2,039	665
1965	46,340	1,284	1,634	4,583	9,611	10,837	9,792	6,542	2,057	694
1966	46,919	1,390	1,862	4,599	9,709	10,765	9,904	6,667	2,024	720
1967	47,479	1,417	1,769	4,809	9,989	10,676	9,990	6,775	2,058	741
1968	48,114	1,453	1,802	4,812	10,405	10,554	10,102	6,893	2,093	769
1969	48,818	1,526	1,904	5,012	10,736	10,401	10,186	6,931	2,122	576
1970	48,960	1,503	1,904	5,230	10,921	10,211	10,171	6,926	2,094	784
1971	49,245	1,505	1,965	5,559	11,145	10,003	10,144	6,906	2,017	808
1972	50,630	1,589	2,161	6,076	11,751	10,043	10,149	6,912	1,949	816
1973	51,963	1,708	2,309	6,566	12,424	10,061	10,211	6,833	1,851	842
FEMALE										
1947	16,045	581	1,110	2,591	3,606	3,577	2,659	1,484	436	214
1948	16,618	605	1,078	2,587	3,762	3,687	2,882	1,516	501	230
1949	16,723	555	1,033	2,463	3,769	3,800	2,975	1,604	535	224
1950	17,340	524	993	2,491	3,857	3,979	3,176	1,757	563	244
1951	18,182	596	1,015	2,541	4,099	4,139	3,409	1,847	535	239
1952	18,570	641	971	2,389	4,163	4,305	3,543	1,981	576	228
1953	18,750	601	983	2,324	4,019	4,545	3,595	1,998	683	229
1954	18,490	541	949	2,247	3,936	4,459	3,646	2,065	646	234
1955	19,550	564	984	2,297	4,028	4,612	4,003	2,301	761	240
1956	20,422	639	1,015	2,300	4,070	4,833	4,246	2,515	802	285
1957	20,714	626	1,037	2,295	4,031	4,921	4,469	2,550	784	307
1958	20,613	571	999	2,277	3,885	4,866	4,620	2,604	791	311
1959	21,164	655	985	2,273	4,846	4,961	4,867	2,764	812	328
1960	21,874	680	1,089	2,366	3,871	5,046	5,055	2,884	882	322
1961	22,090	632	1,161	2,433	3,838	5,047	5,124	2,964	889	388
1962	22,525	617	1,216	2,548	3,836	5,190	5,158	3,086	875	429
1963	23,105	678	1,171	2,697	3,888	5,313	5,272	3,211	877	374
1964	23,831	771	1,158	2,934	3,918	5,335	5,457	3,326	934	387
1965	24,748	790	1,328	3,119	4,093	5,457	5,528	3,486	948	397
1966	25,976	879	1,590	3,364	4,307	5,549	5,710	3,641	936	450
1967	26,893	917	1,580	3,690	4,587	5,608	5,799	3,762	953	495
1968	27,807	950	1,575	3,950	4,860	5,666	5,981	3,852	972	520
1969	29,084	1,047	1,639	4,307	5,147	5,699	6,223	3,988	1,033	554
1970	29,667	1,093	1,641	4,489	5,372	5,705	6,302	4,042	1,023	578
1971	29,875	1,082	1,643	4,585	5,517	5,644	6,309	4,075	1,019	573
1972	31,072	1,181	1,791	4,818	6,113	5,728	6,311	4,083	1,047	598
1973	32,446	1,299	1,919	5,121	6,770	5,906	6,346	4,062	1,024	635
WHITE										
Male										
1954	37,847	771	953	2,394	9,287	9,175	7,614	5,412	2,241	470
1955	38,721	821	1,004	2,607	9,461	9,351	7,792	5,431	2,254	462
1956	39,366	890	1,002	2,850	9,330	9,449	7,950	5,559	2,336	552
1957	39,343	874	990	2,930	9,226	9,480	8,067	5,542	2,234	566
1958	38,592	852	932	2,896	8,861	9,368	8,061	5,501	2,103	558
1959	39,493	915	1,046	3,153	8,911	9,560	8,261	5,588	2,060	554
1960	39,755	973	1,119	3,264	8,777	9,589	8,372	5,618	2,043	510
1961	39,588	891	1,164	3,311	8,630	9,566	8,394	5,670	1,961	597
1962	40,016	883	1,215	3,426	8,514	9,718	8,512	5,749	1,998	656
1963	40,428	972	1,184	3,646	8,463	9,782	8,650	5,844	1,887	609
1964	41,114	1,128	1,188	3,856	8,538	9,800	8,787	5,945	1,872	596
1965	41,844	1,159	1,453	4,025	8,598	9,795	8,924	5,998	1,892	622
1966	42,330	1,245	1,668	4,028	8,674	9,719	9,029	6,096	1,871	653
1967	42,834	1,278	1,571	4,231	8,931	9,632	9,093	6,208	1,892	672
1968	43,411	1,319	1,589	4,226	9,315	9,522	9,198	6,316	1,926	698
1969	44,048	1,385	1,685	4,401	9,608	9,379	9,279	6,359	1,953	722
1970	44,157	1,373	1,692	4,596	9,773	9,200	9,272	6,338	1,913	718
1971	44,499	1,389	1,763	4,912	9,975	9,017	9,259	6,331	1,853	749
1972	45,769	1,463	1,945	5,389	10,570	9,030	9,242	6,349	1,781	756
1973	46,830	1,580	2,068	5,802	11,132	9,021	9,266	6,279	1,682	788

Footnote at end of table.

Table A–10. Employed Persons 16 Years and Over, by Sex, Color, and Age: Annual Averages, 1947–73 [1]—Continued

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
WHITE—Continued										
Female										
1954	16, 110	486	869	1, 964	3, 329	3, 825	3, 197	1, 850	590	192
1955	17, 113	509	892	2, 030	3, 394	3, 976	3, 530	2, 079	703	208
1956	17, 899	575	920	2, 047	3, 418	4, 188	3, 756	2, 263	732	248
1957	18, 109	568	941	2, 022	3, 393	4, 236	3, 942	2, 287	717	272
1958	18, 022	518	915	2, 012	3, 267	4, 185	4, 052	2, 348	725	278
1959	18, 512	605	909	1, 985	3, 233	4, 270	4, 291	2, 475	745	292
1960	19, 095	625	984	2, 067	3, 244	4, 341	4, 448	2, 574	812	281
1961	19, 324	581	1, 056	2, 149	3, 205	4, 339	4, 512	2, 665	817	351
1962	19, 682	564	1, 112	2, 250	3, 189	4, 455	4, 554	2, 762	797	395
1963	20, 194	628	1, 066	2, 390	3, 226	4, 559	4, 654	2, 874	796	344
1964	20, 808	718	1, 142	2, 588	3, 256	4, 580	4, 809	2, 971	845	359
1965	21, 601	733	1, 217	2, 727	3, 394	4, 678	4, 880	3, 118	856	365
1966	22, 689	807	1, 456	2, 958	3, 594	4, 730	5, 043	3, 260	842	424
1967	23, 528	843	1, 422	3, 262	3, 832	4, 797	5, 131	3, 388	854	460
1968	24, 340	874	1, 413	3, 461	4, 095	4, 864	5, 289	3, 465	878	492
1969	25, 470	962	1, 476	3, 781	4, 327	4, 891	5, 509	3, 588	935	500
1970	26, 025	1, 011	1, 493	3, 955	4, 536	4, 891	5, 582	3, 637	921	540
1971	26, 217	1, 007	1, 503	4, 048	4, 656	4, 834	5, 586	3, 661	922	541
1972	27, 305	1, 104	1, 646	4, 255	5, 184	4, 898	5, 605	3, 689	924	564
1973	28, 448	1, 207	1, 748	4, 516	5, 749	5, 043	5, 624	3, 647	915	606
NEGRO AND OTHER RACES										
Male										
1954	3, 772	110	151	330	967	907	716	418	173	75
1955	3, 903	115	155	367	992	916	761	426	170	69
1956	4, 013	118	154	396	1, 007	936	782	445	176	67
1957	4, 013	113	140	413	996	947	784	460	160	67
1958	3, 831	97	132	397	929	905	767	454	151	60
1959	3, 972	101	137	445	951	932	787	470	150	69
1960	4, 148	116	152	490	982	963	809	487	148	72
1961	4, 067	98	160	487	961	938	800	485	137	66
1962	4, 160	106	157	472	961	993	821	510	140	60
1963	4, 229	101	149	471	968	1, 019	828	541	151	64
1964	4, 359	114	158	514	993	1, 032	850	533	167	70
1965	4, 496	126	181	558	1, 013	1, 043	869	543	165	72
1966	4, 588	145	194	571	1, 035	1, 044	875	571	153	67
1967	4, 646	139	199	578	1, 057	1, 043	898	566	166	69
1968	4, 702	134	212	586	1, 090	1, 032	904	576	167	71
1969	4, 770	141	219	611	1, 127	1, 022	908	572	169	66
1970	4, 803	130	212	634	1, 148	1, 011	899	588	181	65
1971	4, 746	116	202	647	1, 169	986	885	575	165	59
1972	4, 861	127	216	686	1, 181	1, 012	907	563	168	60
1973	5, 133	129	242	764	1, 291	1, 040	946	553	169	53
Female										
1954	2, 378	55	80	283	607	634	449	215	56	42
1955	2, 438	55	92	267	634	636	473	222	58	32
1956	2, 521	64	95	253	652	645	490	252	70	37
1957	2, 606	58	96	273	638	685	527	263	67	35
1958	2, 591	53	84	265	618	681	568	257	67	33
1959	2, 652	50	75	288	614	691	577	289	67	37
1960	2, 779	55	105	298	627	705	608	310	70	42
1961	2, 765	51	105	284	633	708	613	300	72	38
1962	2, 844	53	104	298	647	736	604	324	78	34
1963	2, 911	49	104	307	661	754	617	337	81	30
1964	3, 024	53	116	346	662	754	649	355	90	28
1965	3, 147	57	111	392	698	779	649	369	93	32
1966	3, 287	72	133	407	714	818	668	381	94	26
1967	3, 366	74	157	429	755	811	668	374	99	35
1968	3, 467	76	162	489	765	802	692	386	94	27
1969	3, 614	86	163	526	820	808	714	400	98	30
1970	3, 642	82	149	534	836	814	720	405	102	38
1971	3, 658	75	140	537	861	810	723	414	97	32
1972	3, 767	77	145	563	929	830	706	395	123	34
1973	3, 999	93	171	605	1, 021	862	722	415	109	29

[1] See footnote 1, table A–3.

Table A–11. Employed Persons 16 Years and Over, by Occupation Group and Sex: Annual Averages, 1958–73 [1]

Year	Total employed	White-collar workers: Total	White-collar workers: Professional and technical	White-collar workers: Managers and administrators ex. farm	White-collar workers: Sales workers	White-collar workers: Clerical workers	Blue-collar workers: Total	Blue-collar workers: Craft and kindred workers	Blue-collar workers: Operatives: Total	Blue-collar workers: Operatives: Except transport	Blue-collar workers: Operatives: Transport equipment	Blue-collar workers: Nonfarm laborers	Service workers: Total	Service workers: Private household workers	Service workers: Other service workers	Farmworkers: Total	Farmworkers: Farmers and farm managers	Farmworkers: Farm laborers and supervisors
	NUMBER EMPLOYED (thousands)																	
	Both sexes																	
1958	63,036	26,837	6,952	6,785	3,985	9,115	23,348	8,463	11,402	(2)	(2)	3,483	7,487	1,969	5,518	5,361	3,079	2,282
1959	64,630	27,593	7,140	6,936	4,210	9,307	23,993	8,554	11,816	(2)	(2)	3,623	7,697	1,948	5,749	5,344	3,013	2,331
1960	65,778	28,522	7,469	7,067	4,224	9,762	24,057	8,554	11,950	(2)	(2)	3,553	8,023	1,973	6,050	5,176	2,776	2,400
1961	65,746	28,888	7,698	7,120	4,232	9,838	23,683	8,617	11,719	(2)	(2)	3,347	8,261	2,035	6,226	4,913	2,706	2,207
1962	66,702	29,634	8,030	7,408	4,117	10,079	24,052	8,668	11,994	(2)	(2)	3,390	8,383	2,023	6,360	4,632	2,587	2,045
1963	67,762	29,949	8,255	7,293	4,151	10,250	24,775	8,915	12,464	(2)	(2)	3,396	8,671	2,029	6,642	4,364	2,388	1,976
1964	69,305	30,861	8,542	7,449	4,236	10,634	25,339	8,979	12,880	(2)	(2)	3,480	8,893	2,041	6,852	4,212	2,313	1,899
1965	71,088	31,852	8,872	7,340	4,499	11,141	26,247	9,216	13,345	(2)	(2)	3,686	8,936	1,956	6,980	4,053	2,238	1,815
1966	72,895	33,068	9,310	7,405	4,541	11,812	26,950	9,589	13,829	(2)	(2)	3,532	9,212	1,904	7,308	3,666	2,091	1,575
1967	74,372	34,232	9,879	7,495	4,525	12,333	27,261	9,845	13,884	(2)	(2)	3,533	9,325	1,769	7,556	3,554	1,970	1,584
1968	75,920	35,551	10,325	7,776	4,647	12,803	27,525	10,015	13,955	(2)	(2)	3,555	9,381	1,725	7,656	3,464	1,926	1,538
1969	77,902	36,844	10,769	7,987	4,692	13,397	28,237	10,193	14,372	(2)	(2)	3,672	9,528	1,631	7,897	3,292	1,844	1,448
1970	78,627	37,997	11,140	8,289	4,854	13,714	27,791	10,158	13,909	(2)	(2)	3,724	9,712	1,558	8,154	3,126	1,753	1,373
1971	79,120	38,252	11,070	8,675	5,066	13,440	27,184	10,178	12,983	(2)	(2)	4,022	10,676	1,486	9,189	3,008	1,666	1,342
1972	81,702	39,092	11,459	8,032	5,354	14,247	28,576	10,810	13,549	10,340	3,209	4,217	10,966	1,437	9,529	3,069	1,688	1,381
1973	84,409	40,386	11,777	8,644	5,415	14,548	29,869	11,288	14,269	10,972	3,297	4,312	11,128	1,353	9,775	3,027	1,664	1,363
	Male																	
1958	42,423	15,485	4,416	5,751	2,409	2,909	19,833	8,237	8,215	(2)	(2)	3,381	2,711	37	2,674	4,392	2,957	1,435
1959	43,466	15,974	4,582	5,858	2,549	2,985	20,422	8,341	8,558	(2)	(2)	3,523	2,732	33	2,699	4,335	2,894	1,441
1960	43,904	16,423	4,766	5,968	2,544	3,145	20,420	8,332	8,617	(2)	(2)	3,471	2,844	30	2,814	4,219	2,667	1,552
1961	43,656	16,617	4,952	6,002	2,553	3,110	20,072	8,401	8,401	(2)	(2)	3,270	2,906	44	2,862	4,061	2,578	1,483
1962	44,177	17,008	5,170	6,275	2,435	3,128	20,372	8,445	8,623	(2)	(2)	3,304	2,980	46	2,934	3,817	2,456	1,361
1963	44,657	17,059	5,309	6,180	2,453	3,117	20,956	8,675	8,974	(2)	(2)	3,307	3,095	44	3,051	3,547	2,257	1,290
1964	45,474	17,480	5,435	6,341	2,506	3,198	21,360	8,731	9,237	(2)	(2)	3,392	3,199	46	3,153	3,434	2,181	1,253
1965	46,340	17,746	5,596	6,230	2,641	3,279	22,107	8,947	9,581	(2)	(2)	3,579	3,194	40	3,154	3,295	2,107	1,188
1966	46,919	18,094	5,836	6,238	2,672	3,348	22,514	9,334	9,756	(2)	(2)	3,424	3,319	43	3,276	2,990	1,968	1,022
1967	47,479	18,527	6,183	6,318	2,622	3,406	22,683	9,560	9,706	(2)	(2)	3,417	3,334	33	3,301	2,936	1,872	1,066
1968	48,114	19,117	6,449	6,535	2,724	3,409	22,812	9,696	9,687	(2)	(2)	3,429	3,308	35	3,273	2,878	1,844	1,034
1969	48,818	19,574	6,751	6,726	2,675	3,422	23,263	9,854	9,883	(2)	(2)	3,526	3,257	39	3,218	2,723	1,764	959
1970	48,960	20,054	6,842	6,968	2,763	3,481	23,020	9,826	9,605	(2)	(2)	3,589	3,285	40	3,245	2,601	1,673	928
1971	49,245	20,138	6,737	7,182	2,911	3,308	22,579	9,792	9,015	(2)	(2)	3,772	4,034	37	3,997	2,494	1,580	914
1972	50,630	20,176	6,957	6,621	3,127	3,470	23,800	10,424	9,426	6,351	3,075	3,950	4,128	34	4,094	2,526	1,588	938
1973	51,963	20,705	7,066	7,054	3,175	3,409	24,625	10,826	9,787	6,653	3,134	4,012	4,120	23	4,097	2,513	1,561	952
	Female																	
1958	20,613	11,352	2,536	1,034	1,576	6,206	3,515	226	3,187	(2)	(2)	102	4,776	1,932	2,844	969	122	847
1959	21,164	11,619	2,558	1,078	1,661	6,322	3,571	213	3,258	(2)	(2)	100	4,965	1,915	3,050	1,009	119	890
1960	21,874	12,099	2,703	1,099	1,680	6,617	3,637	222	3,333	(2)	(2)	82	5,179	1,943	3,236	957	109	848
1961	22,090	12,272	2,746	1,118	1,680	6,728	3,612	216	3,318	(2)	(2)	77	5,355	1,991	3,364	852	128	724
1962	22,525	12,626	2,860	1,133	1,682	6,951	3,680	223	3,371	(2)	(2)	86	5,403	1,977	3,426	815	131	684
1963	23,105	12,890	2,946	1,113	1,698	7,133	3,819	240	3,490	(2)	(2)	89	5,576	1,985	3,591	817	131	686
1964	23,831	13,381	3,107	1,108	1,730	7,436	3,982	250	3,643	(2)	(2)	88	5,694	1,995	3,699	778	132	646
1965	24,748	14,106	3,276	1,110	1,858	7,862	4,140	269	3,764	(2)	(2)	107	5,742	1,916	3,826	758	131	627
1966	25,976	14,974	3,474	1,167	1,869	8,464	4,436	255	4,073	(2)	(2)	108	5,893	1,861	4,032	676	123	553
1967	26,893	15,705	3,697	1,177	1,904	8,928	4,580	286	4,178	(2)	(2)	117	5,992	1,737	4,255	618	98	520
1968	27,807	16,435	3,877	1,241	1,923	9,394	4,712	319	4,267	(2)	(2)	126	6,072	1,689	4,383	587	82	505
1969	29,084	17,271	4,018	1,261	2,017	9,975	4,974	339	4,489	(2)	(2)	146	6,271	1,592	4,679	569	79	489
1970	29,667	17,943	4,298	1,321	2,091	10,233	4,771	332	4,303	(2)	(2)	136	6,428	1,518	4,909	525	80	445
1971	29,875	18,114	4,334	1,493	2,155	10,132	4,605	387	3,968	(2)	(2)	250	6,642	1,449	5,192	514	86	428
1972	31,072	18,915	4,502	1,410	2,226	10,777	4,776	386	4,123	3,989	134	267	6,838	1,403	5,435	543	100	443
1973	32,446	19,681	4,711	1,590	2,240	11,140	5,244	463	4,482	4,319	163	299	7,008	1,330	5,678	514	103	411

Footnotes at end of table.

Table A–11. Employed Persons 16 Years and Over, by Occupation Group and Sex: Annual Averages, 1958–73[1]—Continued

Year	Total employed	White-collar workers					Blue-collar workers						Service workers			Farmworkers		
		Total	Professional and technical	Managers and administrators ex. farm	Sales workers	Clerical workers	Total	Craft and kindred workers	Operatives			Nonfarm laborers	Total	Private household workers	Other service workers	Total	Farmers and farm managers	Farm laborers and supervisors
									Total	Except transport	Transport equipment							
	PERCENT DISTRIBUTION																	
	Both sexes																	
1958	100.0	42.6	11.0	10.8	6.3	14.5	37.0	13.4	18.1	(2)	(2)	5.5	11.9	3.1	8.8	8.5	4.9	3.4
1959	100.0	42.7	11.0	10.7	6.5	14.4	37.1	13.2	18.3	(2)	(2)	5.6	11.9	3.0	8.9	8.3	4.7	6.6
1960	100.0	43.4	11.4	10.7	6.4	14.8	36.6	13.0	18.2	(2)	(2)	5.4	12.2	3.0	9.2	7.9	4.2	3.3
1961	100.0	43.9	11.7	10.8	6.4	15.0	36.0	13.1	17.8	(2)	(2)	5.1	12.6	3.1	9.5	7.5	4.1	3.9
1962	100.0	44.4	12.0	11.1	6.2	15.1	36.1	13.0	18.0	(2)	(2)	5.1	12.6	3.0	9.5	6.9	3.9	3.4
1963	100.0	44.2	12.2	10.8	6.1	15.1	36.6	13.2	18.4	(2)	(2)	5.0	12.8	3.0	9.8	6.4	3.5	2.3
1964	100.0	44.5	12.3	10.7	6.1	15.3	36.6	13.0	18.6	(2)	(2)	5.0	12.8	2.9	9.9	6.1	3.3	2.6
1965	100.0	44.8	12.5	10.3	6.3	15.7	36.9	13.0	18.8	(2)	(2)	5.2	12.6	2.8	9.8	5.7	3.1	2.1
1966	100.0	45.4	12.8	10.2	6.2	16.2	37.0	13.2	19.0	(2)	(2)	4.8	12.6	2.6	10.0	5.0	2.9	2.0
1967	100.0	46.0	13.3	10.1	6.1	16.6	36.7	13.2	18.7	(2)	(2)	4.8	12.5	2.4	10.2	4.8	2.6	2.4
1968	100.0	46.8	13.6	10.2	6.1	16.9	36.3	13.2	18.4	(2)	(2)	4.7	12.4	2.3	10.1	4.6	2.5	2.3
1969	100.0	47.3	13.8	10.2	6.0	17.2	36.2	13.1	18.4	(2)	(2)	4.7	12.2	2.1	10.1	4.2	2.4	1.5
1970	100.0	48.3	14.2	10.5	6.2	17.4	35.3	12.9	17.7	(2)	(2)	4.7	12.4	2.0	10.4	4.0	2.2	1.7
1971	100.0	48.3	14.0	11.0	6.4	17.0	34.4	12.9	16.4	(2)	(2)	5.1	13.5	1.9	11.6	3.8	2.1	1.7
1972	100.0	47.8	14.0	9.8	6.6	17.4	35.0	13.2	16.6	12.7	3.9	5.2	13.4	1.8	11.7	3.8	2.1	1.7
1973	100.0	47.8	14.0	10.2	6.4	17.2	35.4	13.4	16.9	13.0	3.9	5.1	13.2	1.6	11.6	3.6	2.0	1.6
	Male																	
1958	100.0	36.5	10.4	13.6	5.7	6.9	46.8	19.4	19.4	(2)	(2)	8.0	6.4	0.1	6.3	10.4	7.0	3.4
1959	100.0	36.8	10.5	13.5	5.9	6.9	47.0	19.2	19.7	(2)	(2)	8.1	6.3	.1	6.2	10.0	6.7	3.1
1960	100.0	37.4	10.9	13.6	5.8	7.2	46.5	19.0	19.6	(2)	(2)	7.9	6.5	.1	6.4	9.6	6.1	3.9
1961	100.0	38.1	11.3	13.7	5.8	7.1	46.0	19.2	19.2	(2)	(2)	7.5	6.7	.1	6.6	9.3	5.9	3.8
1962	100.0	38.5	11.7	14.2	5.5	7.1	46.1	19.1	19.5	(2)	(2)	7.5	6.7	.1	6.6	8.6	5.6	3.9
1963	100.0	38.2	11.9	13.8	5.5	7.0	46.9	19.4	20.1	(2)	(2)	7.4	6.9	.1	6.8	7.9	5.1	2.6
1964	100.0	38.4	12.0	13.9	5.5	7.0	47.0	19.2	20.3	(2)	(2)	7.5	7.0	.1	6.9	7.6	4.8	2.1
1965	100.0	38.3	12.1	13.4	5.7	7.1	47.7	19.3	20.7	(2)	(2)	7.7	6.9	.1	6.8	7.1	4.5	2.7
1966	100.0	38.6	12.4	13.3	5.7	7.1	48.0	19.9	20.8	(2)	(2)	7.3	7.1	.1	7.0	6.4	4.2	2.2
1967	100.0	39.0	13.0	13.3	5.5	7.2	47.8	20.1	20.4	(2)	(2)	7.2	7.0	.1	7.0	6.2	3.9	2.2
1968	100.0	39.7	13.4	13.6	5.7	7.1	47.4	20.2	20.1	(2)	(2)	7.1	6.9	.1	6.8	6.0	3.8	2.1
1969	100.0	40.1	13.8	13.8	5.5	7.0	47.7	20.2	20.2	(2)	(2)	7.2	6.7	.1	6.6	5.6	3.6	2.0
1970	100.0	41.0	14.0	14.2	5.6	7.1	47.0	20.1	19.6	(2)	(2)	7.3	6.7	.1	6.6	5.3	3.4	1.9
1971	100.0	40.9	13.7	14.6	5.9	6.7	45.9	19.9	18.3	(2)	(2)	7.7	8.2	.1	8.1	5.1	3.2	1.9
1972	100.0	39.9	13.7	13.1	6.2	6.9	47.0	20.6	18.6	12.5	6.1	7.8	8.2	.1	8.1	5.0	3.1	1.9
1973	100.0	39.8	13.6	13.6	6.1	6.6	47.4	20.8	18.8	12.8	6.0	7.7	7.9	(3)	7.9	4.8	3.0	1.8
	Female																	
1958	100.0	55.1	12.3	5.0	7.6	30.1	17.1	1.1	15.5	(2)	(2)	0.5	23.2	9.4	13.8	4.7	0.6	4.9
1959	100.0	54.9	12.1	5.1	7.8	29.9	16.9	1.0	15.4	(2)	(2)	.5	23.5	9.0	14.4	4.8	.6	4.1
1960	100.0	55.3	12.4	5.0	7.7	30.3	16.6	1.0	15.2	(2)	(2)	.4	23.7	8.9	14.8	4.4	.5	3.2
1961	100.0	55.6	12.4	5.1	7.6	30.5	16.4	1.0	15.0	(2)	(2)	.3	24.2	9.0	15.2	3.9	.6	3.9
1962	100.0	56.1	12.7	5.0	7.5	30.9	16.3	1.0	15.0	(2)	(2)	.4	24.0	8.8	15.2	3.6	.6	3.0
1963	100.0	55.8	12.8	4.8	7.3	30.9	16.5	1.0	15.1	(2)	(2)	.4	24.1	8.6	15.5	3.5	[illegible]	3.0
1964	100.0	56.1	13.0	4.6	7.3	31.2	16.7	1.0	15.3	(2)	(2)	.4	23.9	8.4	15.5	3.3	[illegible]	2.7
1965	100.0	57.0	13.2	4.5	7.5	31.8	16.7	1.1	15.2	(2)	(2)	.4	23.2	7.7	15.5	3.1	[illegible]	2.5
1966	100.0	57.6	13.4	4.5	7.2	32.6	17.1	1.0	15.7	(2)	(2)	.4	22.7	7.2	15.5	2.6	.5	2.1
1967	100.0	58.4	13.7	4.4	7.1	33.2	17.0	1.1	15.5	(2)	(2)	.4	22.3	6.5	15.8	2.3	.4	1.9
1968	100.0	59.1	13.9	4.5	6.9	33.8	16.9	1.1	15.3	(2)	(2)	.5	21.8	6.1	15.8	2.1	.3	1.8
1969	100.0	59.4	13.8	4.3	6.9	34.3	17.1	1.2	15.4	(2)	(2)	.5	21.6	5.5	16.1	2.0	.3	1.7
1970	100.0	60.5	14.5	4.5	7.0	34.5	16.1	1.1	14.5	(2)	(2)	.5	21.7	5.1	16.5	1.8	.3	1.5
1971	100.0	60.6	14.5	5.0	7.2	33.9	15.4	1.8	13.3	(2)	(2)	.8	22.2	4.9	17.4	1.7	.3	1.4
1972	100.0	60.9	14.5	4.5	7.2	34.7	15.3	1.2	13.3	12.8	.4	.9	22.0	4.5	17.5	1.7	.3	1.4
1973	100.0	60.7	14.5	4.9	6.9	34.3	16.2	1.4	13.8	13.3	.5	.9	21.6	4.1	17.5	1.6	3	1.3

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[1] Data are limited to 1958 forward because occupational information for only 1 month of each quarter was collected prior to 1958 and the adjustment for the exclusion of 14- and 15-year-olds was not possible for earlier years.

[2] Not available.

[3] Less than 0.05 percent.

NOTE: Beginning 1971, occupational data are not strictly comparable with statistics for earlier years as a result of changes in the occupational classification system for the 1970 Census of Population that were introduced into the Current Population Survey (CPS) in January 1971. Moreover, data from 1972 forward are not completely comparable with 1971 because of the addition of a question to the CPS in December 1971 relating to major activities and duties. For further explanation, see the Note on Historic Comparability of Labor Force Statistics at the beginning of the Statistical Appendix.

Table A-12. Employed Persons 16 Years and Over, by Occupation Group and Color: Annual Averages, 1958–73 [1]

Year	Total employed	White-collar workers					Blue-collar workers						Service workers			Farmworkers		
		Total	Professional and technical	Managers and administrators ex. farm	Sales workers	Clerical workers	Total	Craft and kindred workers	Operatives			Nonfarm laborers	Total	Private household workers	Other service workers	Total	Farmers and farm managers	Farm laborers and supervisors
									Total	Except transport	Transport equipment							
	NUMBER EMPLOYED (thousands)																	
	White																	
1958	56,614	25,953	6,690	6,631	3,907	8,725	20,734	8,065	10,109	(2)	(2)	2,540	5,365	983	4,382	4,557	2,839	1,718
1959	58,006	26,639	6,836	6,773	4,127	8,903	21,265	8,165	10,495	(2)	(2)	2,606	5,588	975	4,613	4,514	2,781	1,733
1960	58,850	27,409	7,138	6,889	4,123	9,259	21,277	8,139	10,536	(2)	(2)	2,602	5,827	991	4,836	4,335	2,557	1,778
1961	58,912	27,771	7,380	6,946	4,135	9,310	20,989	8,191	10,326	(2)	(2)	2,472	6,020	1,046	4,974	4,133	2,504	1,629
1962	59,698	28,459	7,658	7,219	4,012	9,570	21,269	8,240	10,586	(2)	(2)	2,443	6,088	1,001	5,087	3,879	2,392	1,487
1963	60,622	28,681	7,821	7,101	4,029	9,730	21,922	8,446	10,996	(2)	(2)	2,480	6,327	1,011	5,316	3,689	2,221	1,468
1964	61,922	29,477	8,043	7,257	4,111	10,066	22,344	8,456	11,365	(2)	(2)	2,523	6,512	1,043	5,469	3,591	2,168	1,423
1965	63,445	30,359	8,348	7,136	4,364	10,511	23,114	8,695	11,699	(2)	(2)	2,720	6,517	993	5,524	3,454	2,100	1,354
1966	65,019	31,424	8,759	7,198	4,403	11,064	23,650	8,989	12,047	(2)	(2)	2,614	6,740	976	5,764	3,206	1,963	1,243
1967	66,361	32,395	9,287	7,287	4,387	11,435	23,863	9,229	12,002	(2)	(2)	2,635	6,971	934	6,037	3,130	1,862	1,268
1968	67,751	33,561	9,685	7,551	4,489	11,836	24,063	9,359	12,023	(2)	(2)	2,681	7,065	947	6,118	3,062	1,828	1,234
1969	69,518	34,647	10,074	7,733	4,527	12,314	24,647	9,484	12,368	(2)	(2)	2,795	7,289	917	6,372	2,935	1,759	1,176
1970	70,182	35,641	10,374	7,992	4,674	12,601	24,230	9,465	11,906	(2)	(2)	2,859	7,514	906	6,608	2,797	1,665	1,132
1971	70,716	35,808	10,314	8,333	4,875	12,286	23,831	9,515	11,162	(2)	(2)	3,154	8,355	872	7,483	2,723	1,603	1,120
1972	73,074	36,517	10,638	7,711	5,161	13,007	25,136	10,061	11,708	8,974	2,734	3,367	8,616	853	7,763	2,806	1,634	1,172
1973	75,278	37,545	10,876	8,270	5,207	13,192	26,147	10,479	12,239	9,425	2,814	3,429	8,814	833	7,981	2,772	1,602	1,170
	Negro and other races																	
1958	6,422	884	262	154	78	390	2,614	378	1,293	(2)	(2)	943	2,122	986	1,136	804	240	564
1959	6,624	964	304	163	83	404	2,728	389	1,321	(2)	(2)	1,018	2,019	973	1,136	830	232	598
1960	6,927	1,113	331	178	101	503	2,780	415	1,414	(2)	(2)	951	2,196	982	1,214	841	219	622
1961	6,832	1,117	318	174	97	528	2,694	426	1,393	(2)	(2)	875	2,241	989	1,252	780	202	578
1962	7,004	1,175	372	189	105	509	2,783	428	1,408	(2)	(2)	947	2,295	1,022	1,273	753	195	558
1963	7,140	1,268	434	192	122	520	2,853	469	1,468	(2)	(2)	916	2,344	1,018	1,326	675	167	508
1964	7,383	1,385	499	192	125	568	2,998	525	1,515	(2)	(2)	957	2,381	998	1,383	621	145	476
1965	7,643	1,493	524	204	135	630	3,133	521	1,646	(2)	(2)	966	2,419	963	1,456	599	138	461
1966	7,875	1,644	551	207	138	748	3,300	600	1,782	(2)	(2)	918	2,472	928	1,544	460	128	332
1967	8,011	1,837	592	209	138	899	3,398	617	1,882	(2)	(2)	899	2,353	835	1,519	423	107	317
1968	8,169	1,991	641	225	158	967	3,462	656	1,932	(2)	(2)	874	2,315	777	1,538	403	98	305
1969	8,384	2,197	695	254	166	1,083	3,591	709	2,004	(2)	(2)	877	2,239	714	1,525	356	84	272
1970	8,445	2,356	766	297	180	1,113	3,561	692	2,004	(2)	(2)	866	2,199	652	1,546	328	87	241
1971	8,403	2,444	756	342	191	1,154	3,353	663	1,821	(2)	(2)	868	2,321	615	1,706	285	63	222
1972	8,628	2,575	821	320	193	1,240	3,440	749	1,841	1,366	475	850	2,350	584	1,766	263	55	208
1973	9,131	2,840	901	374	209	1,356	3,721	809	2,030	1,547	483	883	2,314	520	1,794	255	62	193
	PERCENT DISTRIBUTION																	
	White																	
1958	100.0	45.8	11.8	11.7	6.9	15.4	36.6	14.3	17.9	(2)	(2)	4.5	9.5	1.7	7.7	8.0	5.0	3.0
1959	100.0	45.9	11.8	11.7	7.1	15.3	36.7	14.1	18.1	(2)	(2)	4.5	9.6	1.7	8.0	7.8	4.8	3.0
1960	100.0	46.6	12.1	11.7	7.0	15.7	36.2	13.8	17.9	(2)	(2)	4.4	9.9	1.7	8.2	7.4	4.3	3.0
1961	100.0	47.1	12.5	11.8	7.0	15.8	35.6	13.9	17.5	(2)	(2)	4.2	10.2	1.8	8.4	7.0	4.3	2.8
1962	100.0	47.7	12.8	12.1	6.7	16.0	35.6	13.8	17.7	(2)	(2)	4.1	10.2	1.7	8.5	6.5	4.0	2.5
1963	100.0	47.3	12.9	11.7	6.6	16.1	36.2	13.9	18.1	(2)	(2)	4.1	10.4	1.7	8.8	6.1	3.7	2.4
1964	100.0	47.6	13.0	11.7	6.6	16.3	36.1	13.7	18.4	(2)	(2)	4.1	10.5	1.7	8.8	5.8	3.5	2.3
1965	100.0	47.9	13.2	11.2	6.9	16.6	36.4	13.7	18.4	(2)	(2)	4.3	10.3	1.6	8.7	5.4	3.3	2.1
1966	100.0	48.3	13.5	11.1	6.8	17.0	36.4	13.8	18.5	(2)	(2)	4.0	10.4	1.5	8.9	4.9	3.0	1.9
1967	100.0	48.8	14.0	11.0	6.6	17.2	36.0	13.9	18.1	(2)	(2)	4.0	10.5	1.4	9.1	4.7	2.8	1.9
1968	100.0	49.5	14.3	11.1	6.6	17.5	35.5	13.8	17.7	(2)	(2)	4.0	10.4	1.4	9.0	4.5	2.7	1.8
1969	100.0	49.8	14.5	11.1	6.5	17.7	35.5	13.6	17.8	(2)	(2)	4.0	10.5	1.3	9.2	4.2	2.5	1.7
1970	100.0	50.8	14.8	11.4	6.7	18.0	34.5	13.5	17.0	(2)	(2)	4.1	10.7	1.3	9.4	4.0	2.4	1.6
1971	100.0	50.6	14.6	11.8	6.9	17.4	33.7	13.5	15.8	(2)	(2)	4.5	11.8	1.2	10.6	3.9	2.3	1.6
1972	100.0	50.0	14.6	10.6	7.1	17.8	34.4	13.8	16.0	12.3	3.7	4.6	11.8	1.2	10.6	3.8	2.2	1.6
1973	100.0	49.9	14.4	11.0	6.9	17.5	34.7	13.9	16.3	12.5	3.7	4.6	11.7	1.1	10.6	3.7	2.1	1.6
	Negro and other races																	
1958	100.0	13.8	4.1	2.4	1.2	6.1	40.7	5.9	20.1	(2)	(2)	14.7	33.0	15.4	17.7	12.5	3.7	8.8
1959	100.0	14.4	4.6	2.5	1.3	6.1	41.2	5.9	19.9	(2)	(2)	15.4	31.8	14.7	17.1	12.5	3.5	9.0
1960	100.0	16.1	4.8	2.6	1.5	7.3	40.1	6.0	20.4	(2)	(2)	13.7	31.7	14.2	17.5	12.1	3.2	9.0
1961	100.0	16.3	4.7	2.5	1.4	7.7	39.4	6.2	20.4	(2)	(2)	12.8	32.8	14.5	18.3	11.4	3.0	8.5
1962	100.0	16.8	5.3	2.7	1.5	7.3	39.7	6.1	20.1	(2)	(2)	13.5	32.8	14.6	18.2	10.8	2.8	8.0
1963	100.0	17.8	6.1	2.7	1.7	7.3	40.0	6.6	20.6	(2)	(2)	12.8	32.8	14.3	18.6	9.5	2.3	7.1
1964	100.0	18.8	6.8	2.6	1.7	7.7	40.6	7.1	20.5	(2)	(2)	13.0	32.2	13.5	18.7	8.4	2.0	6.4
1965	100.0	19.5	6.9	2.7	1.8	8.2	41.0	6.8	21.5	(2)	(2)	12.6	31.6	12.6	19.0	7.8	1.8	6.0
1966	100.0	20.9	7.0	2.6	1.8	9.5	41.9	7.6	22.6	(2)	(2)	11.7	31.4	11.8	19.6	5.8	1.6	4.2
1967	100.0	22.9	7.4	2.6	1.7	11.2	42.4	7.7	23.5	(2)	(2)	11.2	29.4	10.4	19.0	5.3	1.3	4.0
1968	100.0	24.4	7.8	2.8	1.9	11.8	42.4	8.0	23.6	(2)	(2)	10.7	28.3	9.5	18.8	4.9	1.2	3.7
1969	100.0	26.2	8.3	3.0	2.0	12.9	42.8	8.5	23.9	(2)	(2)	10.5	26.7	8.5	18.2	4.2	1.0	3.2
1970	100.0	27.9	9.1	3.5	2.1	13.2	42.2	8.2	23.7	(2)	(2)	10.3	26.0	7.7	18.3	3.9	1.0	2.9
1971	100.0	29.1	9.0	4.1	2.3	13.7	39.9	7.9	21.7	(2)	(2)	10.3	27.6	7.3	20.3	3.4	.7	2.6
1972	100.0	29.8	9.5	3.7	2.2	14.4	39.9	8.7	21.3	15.8	5.5	9.9	27.2	6.8	20.5	3.0	.6	2.4
1973	100.0	31.1	9.9	4.1	2.3	14.9	40.8	8.9	22.2	16.9	5.3	9.7	25.3	5.7	19.6	2.8	.7	2.1

[1] See footnote 1, table A-11.
[2] Not available.

NOTE: See note on table A-11 regarding comparability of occupational data beginning 1971 with earlier years.

Table A-13. Employed Persons 16 Years and Over, by Type of Industry and Class of Worker: Annual Averages, 1948–73

Year	Total employed	Agriculture				Nonagricultural industries						
		Total	Wage and salary workers	Self-employed workers	Unpaid family workers	Total	Wage and salary workers				Self-employed workers	Unpaid family workers
							Total	Private household[1]	Government	Other		
	Number employed (thousands)											
1948	58,344	7,628	1,645	4,664	1,318	50,714	44,221	1,619	5,261	37,340	6,109	385
1949	57,649	7,658	1,728	4,609	1,321	49,992	43,444	1,657	5,411	36,377	6,167	380
1950	58,920	7,160	1,630	4,340	1,190	51,758	45,354	1,862	5,789	37,704	6,018	383
1951	59,962	6,726	1,547	4,014	1,163	53,234	47,047	1,910	6,057	39,079	5,805	383
1952	60,254	6,500	1,437	3,933	1,129	53,749	47,719	1,784	6,460	39,473	5,613	417
1953	61,181	6,259	1,375	3,815	1,068	54,919	48,770	1,868	6,538	40,363	5,740	409
1954	60,110	6,205	1,343	3,816	1,043	53,903	47,633	1,791	6,617	39,225	5,839	431
1955	62,171	6,450	1,601	3,726	1,123	55,722	49,359	2,054	6,821	40,484	5,851	511
1956	63,802	6,284	1,580	3,563	1,142	57,512	51,057	2,152	6,915	41,991	5,896	558
1957	64,071	5,948	1,583	3,301	1,065	58,123	51,509	2,102	7,176	42,230	6,011	602
1958	63,036	5,584	1,564	3,081	941	57,450	50,761	2,200	7,471	41,089	6,102	588
1959	64,630	5,563	1,582	3,020	963	59,065	52,265	2,228	7,686	42,352	6,222	579
1960	65,778	5,459	1,762	2,795	901	60,318	53,417	2,183	7,935	43,299	6,303	598
1961	65,746	5,200	1,629	2,738	832	60,545	53,600	2,234	8,176	43,191	6,306	639
1962	66,702	4,944	1,561	2,609	773	61,759	54,963	2,216	8,691	44,056	6,193	603
1963	67,762	4,686	1,564	2,427	696	63,075	56,388	2,226	9,082	45,080	6,114	573
1964	69,305	4,523	1,469	2,358	696	64,781	58,027	2,262	9,350	46,415	6,180	576
1965	71,088	4,361	1,387	2,297	678	66,728	60,031	2,166	9,608	48,257	6,097	600
1966	72,895	3,979	1,266	2,136	578	68,916	62,361	2,069	10,322	49,970	5,990	564
1967	74,372	3,844	1,301	1,996	547	70,527	64,848	1,966	11,146	51,737	5,174	506
1968	75,920	3,817	1,281	1,985	550	72,103	66,517	1,916	11,590	53,011	5,102	485
1969	77,902	3,606	1,179	1,896	531	74,296	68,527	1,826	12,023	54,678	5,253	517
1970	78,627	3,462	1,153	1,810	499	75,165	69,446	1,754	12,424	55,268	5,217	502
1971	79,120	3,387	1,161	1,748	479	75,732	69,902	1,693	12,764	55,445	5,309	521
1972	81,702	3,472	1,216	1,789	467	78,230	72,381	1,664	13,329	57,398	5,332	517
1973	84,409	3,452	1,254	1,776	423	80,957	74,995	1,543	13,562	59,889	5,426	536
	Percent distribution											
1948	100.0	13.1	2.8	8.0	2.3	86.9	75.8	2.8	9.0	64.0	10.5	0.7
1949	100.0	13.3	3.0	8.0	2.3	86.7	75.4	2.9	9.4	63.1	10.7	.7
1950	100.0	12.2	2.8	7.4	2.0	87.8	77.0	3.2	9.8	64.0	10.2	.7
1951	100.0	11.2	2.6	6.7	1.9	88.8	78.5	3.2	10.1	65.2	9.7	.6
1952	100.0	10.8	2.4	6.5	1.9	89.2	79.2	3.0	10.7	65.5	9.3	.7
1953	100.0	10.2	2.2	6.2	1.7	89.8	79.7	3.1	10.7	66.0	9.4	.7
1954	100.0	10.3	2.2	6.3	1.7	89.7	79.2	3.0	11.0	65.3	9.7	.7
1955	100.0	10.4	2.6	6.0	1.8	89.6	79.4	3.3	11.0	65.1	9.4	.8
1956	100.0	9.9	2.5	5.6	1.8	90.1	80.0	3.4	10.8	65.8	9.2	.9
1957	100.0	9.3	2.5	5.2	1.7	90.7	80.4	3.3	11.2	65.9	9.4	.9
1958	100.0	8.9	2.5	4.9	1.5	91.1	80.5	3.5	11.9	65.2	9.7	.9
1959	100.0	8.6	2.4	4.7	1.5	91.4	80.9	3.4	11.9	65.5	9.6	.9
1960	100.0	8.3	2.7	4.2	1.4	91.7	81.2	3.3	12.1	65.8	9.6	.9
1961	100.0	7.9	2.5	4.2	1.3	92.1	81.5	3.4	12.4	65.7	9.6	1.0
1962	100.0	7.4	2.3	3.9	1.2	92.6	82.4	3.3	13.0	66.0	9.3	.9
1963	100.0	6.9	2.3	3.6	1.0	93.1	83.2	3.3	13.4	66.5	9.0	.8
1964	100.0	6.5	2.1	3.4	1.0	93.5	83.7	3.3	13.5	67.0	8.9	.8
1965	100.0	6.1	2.0	3.2	1.0	93.9	84.4	3.0	13.5	67.9	8.6	.8
1966	100.0	5.5	1.7	2.9	.8	94.5	85.5	2.8	14.2	68.6	8.2	.8
1967	100.0	5.2	1.7	2.7	.7	94.8	87.2	2.6	15.0	69.6	7.0	.7
1968	100.0	5.0	1.7	2.6	.7	95.0	87.6	2.5	15.3	69.8	6.7	.6
1969	100.0	4.6	1.5	2.4	.7	95.4	88.0	2.3	15.4	70.2	6.7	.7
1970	100.0	4.4	1.5	2.3	.6	95.6	88.3	2.2	15.8	70.3	6.6	.6
1971	100.0	4.3	1.5	2.2	.6	95.7	88.3	2.1	16.1	70.1	6.7	.7
1972	100.0	4.2	1.5	2.2	.6	95.8	88.6	2.0	16.3	70.3	6.5	.6
1973	100.0	4.1	1.5	2.1	.5	95.9	88.8	1.8	16.1	71.0	6.4	.6

[1] Differs from the occupation group of private household workers. These figures relate to wage and salary workers in private households regardless of type of occupation, while the occupational data relate to persons whose occupational category is service worker in private households, regardless of class of worker status.

Table A-14. Unemployed Persons 16 Years and Over and Unemployment Rates, by Sex and Color: Annual Averages, 1947–73

Year	Number unemployed (thousands)									Unemployment rate								
	Total	Male	Female	White			Negro and other races			Total	Male	Female	White			Negro and other races		
				Total	Male	Female	Total	Male	Female				Total	Male	Female	Total	Male	Female
1947	2,311	1,692	619	(1)	(1)	(1)	(1)	(1)	(1)	3.9	4.0	3.7	(1)	(1)	(1)	(1)	(1)	(1)
1948	2,276	1,559	717	(1)	(1)	(1)	(1)	(1)	(1)	3.8	3.6	4.1	3.5	3.4	3.8	5.9	5.8	6.1
1949	3,637	2,572	1,065	(1)	(1)	(1)	(1)	(1)	(1)	5.9	5.9	6.0	5.6	5.6	5.7	8.9	9.6	7.9
1950	3,288	2,239	1,049	(1)	(1)	(1)	(1)	(1)	(1)	5.3	5.1	5.7	4.9	4.7	5.3	9.0	9.4	8.4
1951	2,055	1,221	834	(1)	(1)	(1)	(1)	(1)	(1)	3.3	2.8	4.4	3.1	2.6	4.2	5.3	4.9	6.1
1952	1,883	1,185	698	(1)	(1)	(1)	(1)	(1)	(1)	3.0	2.8	3.6	2.8	2.5	3.3	5.4	5.2	5.7
1953	1,834	1,202	632	(1)	(1)	(1)	(1)	(1)	(1)	2.9	2.8	3.3	2.7	2.5	3.1	4.5	4.8	4.1
1954	3,532	2,344	1,188	2,860	1,913	947	674	431	243	5.5	5.3	6.0	5.0	4.8	5.6	9.9	10.3	9.3
1955	2,852	1,854	998	2,248	1,475	773	601	376	225	4.4	4.2	4.9	3.9	3.7	4.3	8.7	8.8	8.4
1956	2,750	1,711	1,039	2,162	1,368	794	592	345	247	4.1	3.8	4.8	3.6	3.4	4.2	8.3	7.9	8.9
1957	2,859	1,841	1,018	2,289	1,478	811	569	363	206	4.3	4.1	4.7	3.8	3.6	4.3	7.9	8.3	7.3
1958	4,602	3,098	1,504	3,679	2,488	1,191	925	611	314	6.8	6.8	6.8	6.1	6.1	6.2	12.6	13.8	10.8
1959	3,740	2,420	1,320	2,947	1,904	1,044	794	518	276	5.5	5.3	5.9	4.8	4.6	5.3	10.7	11.5	9.4
1960	3,852	2,486	1,366	3,063	1,987	1,076	787	497	290	5.5	5.4	5.9	4.9	4.8	5.3	10.2	10.7	9.4
1961	4,714	2,997	1,717	3,742	2,398	1,344	970	599	371	6.7	6.4	7.2	6.0	5.7	6.5	12.4	12.8	11.8
1962	3,911	2,423	1,488	3,052	1,915	1,137	859	508	351	5.5	5.2	6.2	4.9	4.6	5.5	10.9	10.9	11.0
1963	4,070	2,472	1,598	3,208	1,976	1,232	864	496	368	5.7	5.2	6.5	5.0	4.7	5.8	10.8	10.5	11.2
1964	3,786	2,205	1,581	2,999	1,779	1,220	786	426	360	5.2	4.6	6.2	4.6	4.1	5.5	9.6	8.9	10.6
1965	3,366	1,914	1,452	2,691	1,556	1,135	676	359	317	4.5	4.0	5.5	4.1	3.6	5.0	8.1	7.4	9.2
1966	2,875	1,551	1,324	2,253	1,240	1,013	621	311	310	3.8	3.2	4.8	3.3	2.8	4.3	7.3	6.3	8.6
1967	2,975	1,508	1,468	2,338	1,208	1,130	638	299	338	3.8	3.1	5.2	3.4	2.7	4.6	7.4	6.0	9.1
1968	2,817	1,419	1,397	2,226	1,142	1,084	590	277	313	3.6	2.9	4.8	3.2	2.6	4.3	6.7	5.6	8.3
1969	2,831	1,403	1,428	2,261	1,137	1,124	570	266	304	3.5	2.8	4.7	3.1	2.5	4.2	6.4	5.3	7.8
1970	4,088	2,235	1,853	3,337	1,856	1,480	752	379	373	4.9	4.4	5.9	4.5	4.0	5.4	8.2	7.3	9.3
1971	4,993	2,776	2,217	4,074	2,302	1,772	919	474	445	5.9	5.3	6.9	5.4	4.9	6.3	9.9	9.1	10.8
1972	4,840	2,635	2,205	3,884	2,160	1,724	956	475	482	5.6	4.9	6.6	5.0	4.5	5.9	10.0	8.9	11.3
1973	4,304	2,240	2,064	3,411	1,818	1,593	894	423	471	4.9	4.1	6.0	4.3	3.7	5.3	8.9	7.6	10.5

[1] Absolute numbers by color are not available prior to 1954 because of the absence of population controls by color, and rates by color are not available for 1947.

Table A-15. Unemployed Persons 16 Years and Over and Unemployment Rates, by Sex and Age: Annual Averages, 1947–73

Sex and year	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
	Number unemployed (thousands)									
MALE										
1947	1,692	114	156	392	349	250	203	162	67	28
1948	1,559	112	143	324	289	233	201	178	81	31
1949	2,572	145	207	485	539	414	347	310	125	30
1950	2,239	139	179	377	467	348	327	286	117	41
1951	1,221	102	89	155	241	192	193	162	87	29
1952	1,185	116	89	155	233	192	182	145	73	32
1953	1,202	94	90	152	236	208	196	167	60	26
1954	2,344	142	168	327	517	431	372	275	112	28
1955	1,854	134	140	248	353	328	285	265	102	35
1956	1,711	134	135	240	348	278	270	216	90	46
1957	1,841	140	159	283	349	304	302	220	83	52
1958	3,098	185	231	478	685	552	492	349	124	57
1959	2,420	191	207	343	483	407	390	287	112	53
1960	2,486	200	225	369	492	415	392	294	96	55
1961	2,997	221	258	457	585	507	473	374	122	63
1962	2,423	187	220	381	446	405	381	300	103	65
1963	2,472	248	252	396	444	386	358	289	97	65
1964	2,205	257	230	384	345	323	319	262	85	66
1965	1,914	247	232	311	293	284	253	221	75	66
1966	1,551	220	212	221	238	219	197	180	65	71
1967	1,508	241	207	235	219	185	199	164	60	87
1968	1,419	234	193	258	205	171	165	132	61	88
1969	1,403	244	197	270	205	155	157	127	48	86
1970	2,235	305	294	478	390	253	247	197	71	109
1971	2,776	345	346	635	508	319	[illegible]	239	71	119
1972	2,635	355	352	619	456	282	273	226	73	119
1973	2,240	349	298	514	424	209	219	170	57	122
FEMALE										
1947	619	63	81	124	134	99	72	39	10	18
1948	717	66	86	132	169	113	90	49	12	18
1949	1,065	93	130	195	237	189	124	74	21	18
1950	1,049	87	108	184	235	182	151	82	20	24
1951	834	66	79	118	194	162	125	76	16	17
1952	698	64	76	113	156	133	92	50	13	17
1953	632	56	67	104	143	117	84	51	10	10
1954	1,188	79	112	177	276	249	176	99	20	19
1955	998	77	99	148	224	193	151	90	18	18
1956	1,039	97	112	155	206	198	159	95	19	28
1957	1,018	90	107	147	224	195	146	80	28	25
1958	1,504	114	148	223	308	319	239	122	31	22

Table A-15. Unemployed Persons 16 Years and Over and Unemployment Rates, by Sex and Age: Annual Averages, 1947–73—Continued

Sex and year	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
	Number unemployed (thousands)—Continued									
FEMALE—Continued										
1959	1,320	110	146	200	242	266	214	119	23	20
1960	1,366	124	162	214	260	256	222	101	25	24
1961	1,717	142	207	265	304	342	278	141	36	30
1962	1,488	124	189	255	267	283	223	111	37	31
1963	1,598	172	211	262	286	287	231	120	29	31
1964	1,581	179	207	276	262	281	223	122	33	24
1965	1,452	164	231	246	236	263	183	101	27	24
1966	1,324	175	229	224	201	207	173	86	27	30
1967	1,468	160	231	277	261	237	185	93	26	38
1968	1,397	179	233	285	238	199	149	87	27	39
1969	1,428	192	220	290	247	203	163	89	24	43
1970	1,853	231	275	386	325	262	229	111	33	59
1971	2,217	249	318	486	416	310	260	141	38	65
1972	2,205	274	321	497	405	293	237	140	38	72
1973	2,064	279	300	471	416	240	211	117	31	67
	Unemployment rate									
MALE										
1947	4.0	10.3	11.3	8.5	3.4	2.6	2.6	2.9	2.8	4.8
1948	3.6	10.1	9.6	6.9	2.8	2.4	2.5	3.1	3.4	5.4
1949	5.9	13.7	14.6	10.4	5.2	4.3	4.3	5.4	5.1	5.2
1950	5.1	13.3	12.3	8.1	4.4	3.6	4.0	4.9	4.8	6.6
1951	2.8	9.4	7.0	3.9	2.3	2.0	2.4	2.8	3.5	4.7
1952	2.8	10.5	7.4	4.6	2.2	1.9	2.2	2.4	3.0	5.5
1953	2.8	8.8	7.2	5.0	2.2	2.0	2.3	2.8	2.4	4.6
1954	5.3	13.9	13.2	10.7	4.8	4.1	4.3	4.5	4.4	4.9
1955	4.2	12.5	10.8	7.7	3.3	3.1	3.2	4.3	4.0	6.2
1956	3.8	11.7	10.4	6.9	3.3	2.6	3.0	3.5	3.5	6.9
1957	4.1	12.4	12.3	7.8	3.3	2.8	3.3	3.5	3.4	7.6
1958	6.8	16.3	17.8	12.7	6.5	5.1	5.3	5.5	5.2	8.4
1959	5.3	15.8	14.9	8.7	4.7	3.7	4.1	4.5	4.8	7.8
1960	5.4	15.5	15.0	8.9	4.8	3.8	4.1	4.6	4.2	8.6
1961	6.4	18.3	16.3	10.7	5.7	4.6	4.9	5.7	5.5	8.7
1962	5.2	15.9	13.8	8.9	4.5	3.6	3.9	4.6	4.6	8.3
1963	5.2	18.8	15.9	8.8	4.5	3.5	3.6	4.3	4.5	8.8
1964	4.6	17.1	14.6	8.1	3.5	2.9	3.2	3.9	4.0	9.0
1965	4.0	16.1	12.4	6.3	3.0	2.6	2.5	3.3	3.5	8.6
1966	3.2	13.7	10.2	4.6	2.4	2.0	2.0	2.6	3.1	8.9
1967	3.1	14.5	10.5	4.7	2.1	1.7	1.9	2.4	2.8	10.5
1968	2.9	13.9	9.7	5.1	1.9	1.6	1.6	1.9	2.9	10.3
1969	2.8	13.8	9.4	5.1	1.9	1.5	1.5	1.8	2.2	9.8
1970	4.4	16.9	13.4	8.4	3.4	2.4	2.4	2.8	3.3	12.2
1971	5.3	18.6	16.0	10.3	4.4	3.1	3.0	3.3	3.4	12.8
1972	4.9	18.2	14.0	9.2	3.7	2.7	2.6	3.2	3.6	12.7
1973	4.1	17.0	11.4	7.3	3.3	2.0	2.1	2.4	3.0	12.7
FEMALE										
1947	3.7	9.8	6.8	4.6	3.6	2.7	2.6	2.6	2.2	7.8
1948	4.1	9.8	7.4	4.9	4.3	3.0	3.0	3.1	2.3	7.3
1949	6.0	14.4	11.2	7.3	5.9	4.7	4.0	4.4	3.8	7.4
1950	5.7	14.2	9.8	6.9	5.7	4.4	4.5	4.5	3.4	9.0
1951	4.4	10.0	7.2	[illegible]	4.5	3.8	3.5	4.0	2.9	6.6
1952	3.6	9.1	7.3	4.5	3.6	3.0	2.5	2.5	2.2	7.0
1953	3.3	8.5	6.4	4.3	3.4	2.5	2.3	2.5	1.4	4.2
1954	6.0	12.7	10.5	7.3	6.6	5.3	4.6	4.6	3.0	7.5
1955	4.9	12.0	9.1	[illegible]	5.3	4.0	3.6	3.8	2.3	7.0
1956	4.8	13.2	[illegible]	6.3	4.8	3.9	3.6	3.6	2.3	8.9
1957	4.7	12.6	9.4	6.0	5.2	3.8	3.2	3.0	3.4	7.5
1958	6.8	16.6	12.9	8.9	7.3	6.2	4.9	4.5	3.8	6.6
1959	5.9	14.4	12.9	8.1	5.9	5.1	4.2	4.1	2.8	5.7
1960	5.9	15.4	13.0	8.3	6.3	4.8	4.2	3.4	2.8	7.9
1961	7.2	18.3	15.1	9.8	7.3	6.3	5.1	4.5	3.9	6.2
1962	6.2	16.8	13.5	9.1	6.5	5.2	4.1	3.5	4.1	6.7
1963	6.5	20.3	15.2	8.9	6.9	5.1	4.2	3.6	3.2	7.6
1964	6.2	18.8	15.1	8.6	6.3	5.0	3.9	3.5	3.4	5.9
1965	5.5	17.2	14.8	7.3	5.5	4.6	3.2	2.8	2.8	5.7
1966	4.8	16.6	12.6	6.3	4.5	3.6	2.9	2.3	2.8	6.3
1967	5.2	14.8	12.7	7.0	5.4	4.0	3.1	2.4	2.7	7.2
1968	4.8	15.9	12.9	6.7	4.7	3.4	2.4	2.2	2.7	7.0
1969	4.7	15.5	11.8	6.3	4.6	3.4	2.6	2.2	2.3	7.5
1970	5.9	17.4	14.4	7.9	5.7	4.4	3.5	2.7	3.1	9.3
1971	6.9	18.7	16.2	9.6	7.0	5.2	4.0	3.3	3.6	10.2
1972	6.6	18.8	15.2	9.3	6.2	4.9	3.6	3.3	3.5	10.8
1973	6.0	17.7	13.5	8.4	5.8	3.9	3.2	2.8	2.9	9.5

Table A-16. Unemployment Rates of Persons 16 Years and Over, by Color, Sex, and Age: Annual Averages, 1948–73

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
WHITE										
Male										
1948	3.4	10.2	9.4	6.4	2.6	2.1	2.4	3.0	3.3	5.9
1949	5.6	13.4	14.2	9.8	4.9	3.9	4.0	5.3	5.0	5.1
1950	4.7	13.4	11.7	7.7	3.9	3.2	3.7	4.7	4.6	5.8
1951	2.6	9.5	6.7	3.6	2.0	1.8	2.2	2.7	3.4	4.7
1952	2.5	10.9	7.0	4.3	1.9	1.7	2.0	2.3	2.9	5.5
1953	2.5	8.9	7.1	4.5	2.0	1.8	2.0	2.7	2.3	4.6
1954	4.8	14.0	13.0	9.8	4.2	3.6	3.8	4.3	4.2	4.9
1955	3.7	12.2	10.4	7.0	2.7	2.6	2.9	3.9	3.8	5.1
1956	3.4	11.2	9.7	6.1	2.8	2.2	2.8	3.1	3.4	6.1
1957	3.6	11.9	11.2	7.1	2.7	2.5	3.0	3.4	3.2	6.8
1958	6.1	14.9	16.5	11.7	5.6	4.4	4.8	5.2	5.0	7.9
1959	4.6	15.0	13.0	7.5	3.8	3.2	3.7	4.2	4.5	7.2
1960	4.8	14.6	13.5	8.3	4.1	3.3	3.6	4.1	4.0	8.1
1961	5.7	16.5	15.1	10.0	4.9	4.0	4.4	5.3	5.2	8.0
1962	4.6	15.1	12.7	8.0	3.8	3.1	3.5	4.1	4.1	7.6
1963	4.7	17.8	14.2	7.8	3.9	2.9	3.3	4.0	4.1	7.9
1964	4.1	16.1	13.4	7.4	3.0	2.5	2.9	3.5	3.6	7.7
1965	3.6	14.7	11.4	5.9	2.6	2.3	2.3	3.1	3.4	7.1
1966	2.8	12.5	8.9	4.1	2.1	1.7	1.7	2.5	3.0	7.6
1967	2.7	12.7	9.0	4.2	1.9	1.6	1.8	2.2	2.7	8.9
1968	2.6	12.3	8.2	4.6	1.7	1.4	1.5	1.7	2.8	8.3
1969	2.5	12.5	7.9	4.6	1.7	1.4	1.4	1.7	2.1	8.5
1970	4.0	15.7	12.0	7.8	3.1	2.3	2.3	2.7	3.2	10.1
1971	4.9	17.1	13.5	9.1	4.0	2.9	2.8	3.2	3.4	10.8
1972	4.5	16.4	12.4	8.5	3.4	2.5	2.5	3.0	3.3	10.7
1973	3.7	15.1	10.0	6.5	3.0	1.8	2.0	2.4	2.9	10.7
Female										
1948	3.8	9.7	6.8	4.2	3.8	2.9	3.1	3.2	2.4	7.6
1949	5.7	13.6	10.7	6.7	5.5	4.5	4.0	4.3	4.1	7.5
1950	5.3	13.8	9.4	6.1	5.2	4.0	4.3	4.3	3.1	8.0
1951	4.2	9.6	6.5	3.9	4.1	3.5	3.6	4.0	3.3	7.1
1952	3.3	9.3	6.2	3.8	3.2	2.8	2.4	2.5	2.3	7.6
1953	3.1	8.3	6.0	4.1	3.1	2.3	2.3	2.5	1.4	4.0
1954	5.6	12.0	9.4	6.4	5.7	4.9	4.4	4.5	2.8	6.8
1955	4.3	11.6	7.7	5.1	4.3	3.8	3.4	3.6	2.2	7.1
1956	4.2	12.1	8.3	5.1	4.0	3.5	3.3	3.5	2.3	7.8
1957	4.3	11.9	7.9	5.1	4.7	3.7	3.0	3.0	3.5	6.8
1958	6.2	15.6	11.0	7.4	6.6	5.6	4.9	4.3	3.5	5.8
1959	5.3	13.3	11.1	6.7	5.0	4.7	4.0	4.0	3.4	5.2
1960	5.3	14.5	11.5	7.2	5.7	4.2	4.0	3.3	2.8	6.3
1961	6.5	17.0	13.6	8.4	6.6	5.6	4.8	4.3	3.7	6.6
1962	5.5	15.6	11.3	7.7	5.4	4.5	3.7	3.4	4.0	5.6
1963	5.8	18.1	13.2	7.4	5.8	4.6	3.9	3.5	3.0	5.9
1964	5.5	17.1	13.2	7.1	5.2	4.5	3.6	3.5	3.4	4.1
1965	5.0	15.0	13.4	6.3	4.8	4.1	3.0	2.7	2.7	4.4
1966	4.3	14.5	10.7	5.3	3.7	3.3	2.7	2.2	2.7	4.4
1967	4.6	12.9	10.6	6.0	4.7	3.7	2.9	2.3	2.6	5.2
1968	4.3	13.9	11.0	5.9	3.9	3.1	2.3	2.1	2.7	5.4
1969	4.2	13.8	10.0	5.5	4.2	3.2	2.4	2.1	2.4	6.4
1970	5.4	15.3	11.9	6.9	5.3	4.3	3.4	2.6	3.3	7.4
1971	6.3	16.7	14.1	8.5	6.3	4.9	3.9	3.3	3.6	8.3
1972	5.9	17.0	12.3	8.2	5.5	4.5	3.5	3.3	3.7	8.1
1973	5.3	15.7	10.9	7.0	5.1	3.7	3.1	2.8	2.8	7.8
NEGRO AND OTHER RACES										
Male										
1948	5.8	9.4	10.5	11.7	4.7	5.2	3.7	3.5	4.6	3.2
1949	9.6	15.8	17.1	15.8	8.5	8.1	7.9	7.0	6.2	6.1
1950	9.4	12.1	17.7	12.6	10.0	7.9	7.4	8.0	7.0	10.8
1951	4.9	8.7	9.6	6.7	5.5	3.4	3.6	4.1	4.7	4.9
1952	5.2	8.0	10.0	7.9	5.5	4.4	4.2	3.7	4.7	5.5
1953	4.8	8.3	8.1	8.1	4.3	3.6	5.1	3.6	3.1	5.1
1954	10.3	13.4	14.7	16.9	10.1	9.0	9.3	7.5	7.5	5.1
1955	8.8	14.8	12.9	12.4	8.6	8.2	6.4	9.0	7.1	12.7
1956	7.9	15.7	14.9	12.0	7.6	6.6	5.4	8.1	4.9	13.0
1957	8.3	16.3	20.0	12.7	8.5	6.4	6.2	5.5	5.9	14.1
1958	13.8	27.1	26.7	19.5	14.7	11.4	10.3	10.1	9.0	13.0
1959	11.5	22.3	27.2	16.3	12.3	8.9	7.9	8.7	8.4	12.7
1960	10.7	22.7	25.1	13.1	10.7	8.2	8.5	9.5	6.3	13.3
1961	12.8	31.0	23.9	15.3	12.9	10.7	10.2	10.5	9.4	14.3
1962	10.9	21.9	21.8	14.6	10.5	8.6	8.3	9.6	11.9	15.2
1963	10.5	27.0	27.4	15.5	9.5	8.0	7.1	7.4	10.1	16.9
1964	8.9	25.9	23.1	12.6	7.7	6.2	5.9	8.1	8.3	19.1
1965	7.4	27.1	20.2	9.3	6.2	5.1	5.1	5.4	5.2	20.3
1966	6.3	22.5	20.5	7.9	4.9	4.2	4.1	4.4	4.9	20.0
1967	6.0	28.9	20.1	8.0	4.4	3.1	3.4	4.1	5.1	24.1
1968	5.6	26.6	19.0	8.3	3.8	2.9	2.5	3.6	4.0	26.0
1969	5.3	24.7	19.0	8.4	3.4	2.4	2.4	3.2	3.2	22.1
1970	7.3	27.8	23.1	12.6	6.1	3.9	3.3	3.4	3.8	29.0
1971	9.1	33.4	26.0	16.2	7.4	4.9	4.5	4.7	3.4	32.2
1972	8.9	35.1	26.2	14.7	6.8	4.8	3.8	4.6	6.9	31.8
1973	7.6	34.4	22.1	12.6	5.8	4.0	3.2	3.1	3.6	34.1

Table A-16. Unemployment Rates of Persons 16 Years and Over. by Color, Sex, and Age: Annual Averages, 1948–73—Continued

Item	Total, 16 years and over	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	14 and 15 years
NEGRO AND OTHER RACES—Continued										
Female										
1948	6.1	11.8	14.6	10.2	7.3	4.0	2.9	3.0	1.6	(1)
1949	7.9	20.3	15.9	12.5	8.5	6.2	4.0	5.6	1.6	(1)
1950	8.4	17.6	14.1	13.0	9.1	6.6	5.9	4.8	5.7	(1)
1951	6.1	13.0	15.1	8.8	7.1	5.6	2.8	3.4	1.6	(1)
1952	5.7	6.3	16.8	10.7	6.2	4.0	3.5	2.4	1.5	(1)
1953	4.1	10.5	9.9	5.5	4.9	3.5	2.1	2.1	1.6	(1)
1954	9.3	19.1	21.6	13.2	10.9	7.3	5.9	4.9	5.1	(1)
1955	8.4	15.4	21.4	13.0	10.2	5.5	5.2	5.5	3.3	(1)
1956	8.9	22.0	23.4	14.8	9.1	6.8	5.6	5.3	2.8	(1)
1957	7.3	18.3	21.3	12.2	8.1	4.7	4.2	4.0	4.3	(1)
1958	10.8	25.4	30.0	18.9	11.1	9.2	4.9	6.2	5.6	(1)
1959	9.4	25.8	29.9	14.9	9.7	7.6	6.1	5.0	2.3	(1)
1960	9.4	25.7	24.5	15.3	9.1	8.6	5.7	4.3	4.1	(1)
1961	11.8	31.1	28.2	19.5	11.1	10.7	7.4	6.3	6.5	(1)
1962	11.0	27.8	31.2	18.2	11.5	8.9	7.1	3.6	3.7	(1)
1963	11.2	40.1	31.9	18.7	11.7	8.2	6.1	4.8	3.6	(1)
1964	10.6	36.5	29.2	18.3	11.2	7.8	6.1	3.8	2.2	(1)
1965	9.2	37.8	27.8	13.7	8.4	7.6	4.4	3.9	3.1	(1)
1966	8.6	34.8	29.2	12.6	8.1	5.0	5.0	3.3	4.0	(1)
1967	9.1	32.0	28.3	13.8	8.7	6.2	4.4	3.4	3.4	27.1
1968	8.3	33.7	26.2	12.3	8.4	5.0	3.2	2.8	2.4	28.9
1969	7.8	31.2	25.7	12.0	6.6	4.5	3.7	2.9	1.1	23.1
1970	9.3	36.9	32.9	15.0	7.9	4.8	4.0	3.2	1.9	30.9
1971	10.8	38.5	33.7	17.3	10.7	6.9	4.2	3.5	3.9	33.3
1972	11.3	38.3	38.7	17.4	10.2	7.2	4.7	4.0	2.0	39.3
1973	10.5	36.5	33.3	17.6	9.7	5.3	3.7	3.2	3.9	35.6

[1] Rate not shown where base is less than 50,000.

Table A-17. Unemployment Rates of Persons 16 Years and Over and Percent Distribution of the Unemployed, by Occupation Group: Annual Averages, 1958–73 [1]

Year	Total unemployed	Experienced workers															Persons with no previous work experience [2]
		White-collar workers					Blue-collar workers						Service workers			Farmers and farm laborers	
		Total	Professional and technical	Managers and administrators	Sales workers	Clerical workers	Total	Craft and kindred workers	Operatives			Nonfarm laborers	Total	Private household workers	Other service workers		
									Total	Except transport	Transport equipment						
	Unemployment rate																
1958	6.8	3.1	2.0	1.7	4.1	4.4	10.2	6.8	11.0	(3)	(3)	15.0	6.9	5.6	7.4	3.2	....
1959	5.5	2.6	1.7	1.3	3.8	3.7	7.6	5.3	7.6	(3)	(3)	12.6	6.1	5.2	6.4	2.6	....
1960	5.5	2.7	1.7	1.4	3.8	3.8	7.8	5.3	8.0	(3)	(3)	12.6	5.8	5.3	6.0	2.7	....
1961	6.7	3.3	2.0	1.8	4.9	4.6	9.2	6.3	9.6	(3)	(3)	14.7	7.2	6.4	7.4	2.8	....
1962	5.5	2.8	1.7	1.5	4.3	4.0	7.4	5.1	7.5	(3)	(3)	12.5	6.2	5.5	6.5	2.3	....
1963	5.7	2.9	1.8	1.5	4.3	4.0	7.3	4.8	7.5	(3)	(3)	12.4	6.1	5.8	6.3	3.0	....
1964	5.2	2.6	1.7	1.4	3.5	3.7	6.3	4.1	6.6	(3)	(3)	10.8	6.0	5.4	6.1	3.1	....
1965	4.5	2.3	1.5	1.1	3.4	3.3	5.3	3.6	5.5	(3)	(3)	8.6	5.3	4.7	5.5	2.6	....
1966	3.8	2.0	1.3	1.0	2.8	2.9	4.2	2.8	4.4	(3)	(3)	7.4	4.6	4.1	4.8	2.2	....
1967	3.8	2.2	1.3	.9	3.2	3.1	4.4	2.5	5.0	(3)	(3)	7.6	4.5	4.1	4.6	2.3	....
1968	3.6	2.0	1.2	1.0	2.8	3.0	4.1	2.4	4.5	(3)	(3)	7.2	4.4	3.9	4.6	2.1	....
1969	3.5	2.1	1.3	.9	2.9	3.0	3.9	2.2	4.4	(3)	(3)	6.7	4.2	3.6	4.3	1.9	....
1970	4.9	2.8	2.0	1.3	3.9	4.0	6.2	3.8	7.1	(3)	(3)	9.5	5.3	4.2	5.5	2.6	....
1971	5.9	3.5	2.9	1.6	4.3	4.8	7.4	4.7	8.3	(3)	(3)	10.8	6.3	4.5	6.6	2.6	....
1972	5.6	3.4	2.4	1.8	4.3	4.7	6.5	4.3	6.9	7.6	4.7	10.3	6.3	4.0	6.6	2.6	....
1973	4.9	2.9	2.2	1.4	3.7	4.2	5.3	3.7	5.7	6.1	4.1	8.4	5.7	4.4	5.9	2.5	....
	Percent distribution																
1958	100.0	18.4	3.0	2.6	3.7	9.1	57.4	13.4	30.6	(3)	(3)	13.4	12.1	2.5	9.5	3.8	8.3
1959	100.0	19.7	3.3	2.4	4.5	9.5	52.6	12.7	26.0	(3)	(3)	14.0	13.4	2.9	10.5	3.8	10.5
1960	100.0	20.2	3.4	2.5	4.3	10.0	52.8	12.3	27.1	(3)	(3)	13.3	12.9	2.9	10.0	3.7	10.4
1961	100.0	21.0	3.4	2.8	4.6	10.1	51.1	12.4	26.5	(3)	(3)	12.3	13.6	3.0	10.6	3.1	11.3
1962	100.0	21.7	3.6	2.8	4.7	10.6	49.2	11.8	24.9	(3)	(3)	12.4	14.2	3.0	11.2	2.7	12.1
1963	100.0	21.7	3.8	2.7	4.6	10.6	47.7	11.2	24.7	(3)	(3)	11.9	13.9	3.0	10.9	3.3	13.4
1964	100.0	21.6	3.9	2.7	4.1	10.8	45.3	10.3	23.9	(3)	(3)	11.1	14.9	3.1	11.8	3.6	14.7
1965	100.0	22.3	4.0	2.5	4.8	11.1	43.4	10.2	22.9	(3)	(3)	10.3	14.9	2.9	12.0	3.3	16.1
1966	100.0	23.6	4.3	2.6	4.6	12.1	41.5	9.7	21.9	(3)	(3)	9.9	15.5	2.9	12.7	2.8	16.6
1967	100.0	25.3	4.5	2.3	5.1	13.4	42.6	8.4	24.5	(3)	(3)	9.7	14.8	2.5	12.3	2.9	14.5
1968	100.0	25.7	4.5	2.7	4.7	13.9	41.7	8.7	23.2	(3)	(3)	9.8	15.5	2.5	13.0	2.6	14.5
1969	100.0	27.6	5.1	2.7	4.9	14.8	40.8	8.0	23.4	(3)	(3)	9.4	14.8	2.2	12.7	2.2	14.6
1970	100.0	27.2	5.6	2.7	4.8	14.2	45.1	9.7	25.8	(3)	(3)	9.6	13.2	1.7	11.5	2.0	12.4
1971	100.0	27.8	6.7	2.9	4.5	13.7	43.6	10.2	23.7	(3)	(3)	9.8	14.4	1.4	13.0	1.6	12.6
1972	100.0	28.3	5.8	3.0	4.9	14.5	40.8	10.0	20.8	17.6	3.3	10.0	15.2	1.2	14.0	1.7	14.0
1973	100.0	28.3	6.0	2.9	4.8	14.6	39.2	10.1	19.9	16.7	3.3	9.2	15.7	1.4	14.2	1.8	15.0

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[1] See footnote 1, table A-11.

[2] Unemployed persons who never held a full-time civilian job.

[3] Not available.

NOTE: Unemployment rates by occupation group are not considered significantly affected by the changes in the occupational classification system for the 1970 Census of Population that were introduced into the Current Population Survey in January 1971 and the question that was added to the survey in December 1971. However, the new classification system does affect the comparability of the percent distribution of unemployment. For further explanation, see the Note on Historic Comparability of Labor Force Statistics at the beginning of the Statistical Appendix.

Table A–18. Unemployment Rates of Persons 16 Years and Over and Percent Distribution of the Unemployed, by Major Industry Group: Annual Averages, 1948–73

Year	Total unemployed[1]	Experienced wage and salary workers												
		Total	Agriculture	Nonagricultural private wage and salary workers										Government
				Total	Mining	Construction	Manufacturing			Transportation and public utilities	Wholesale and retail trade	Finance, insurance, real estate	Service industries	
							Total	Durable goods	Nondurable goods					
	Unemployment rate													
1948	3.8	4.3	5.5	4.5	3.0	8.7	4.2	4.0	4.4	3.5	4.7	1.8	4.8	2.2
1949	5.9	6.8	7.1	7.3	8.9	13.9	8.0	8.1	7.8	5.9	6.2	2.1	6.7	3.1
1950	5.3	6.0	9.0	3.9	6.7	12.2	6.2	5.7	6.7	4.6	6.0	2.2	6.4	3.0
1951	3.3	3.7	4.3	3.9	4.0	7.2	3.8	3.1	4.7	2.3	3.9	1.5	4.2	1.8
1952	3.0	3.3	4.8	3.6	3.8	6.7	3.5	3.0	4.1	2.3	3.5	1.7	3.6	1.6
1953	2.9	3.2	5.6	3.4	4.6	7.2	3.1	2.6	3.8	2.2	3.4	1.7	3.4	1.5
1954	5.5	6.2	8.9	6.7	14.4	12.9	7.1	7.3	6.9	5.6	5.7	2.3	5.5	2.2
1955	4.4	4.8	7.2	5.1	9.0	10.9	4.7	4.4	5.2	4.0	4.7	2.3	5.2	2.0
1956	4.1	4.4	7.3	4.7	6.8	10.0	4.7	4.4	5.2	3.0	4.5	1.7	4.6	1.7
1957	4.3	4.6	6.9	4.9	5.8	10.9	5.1	4.9	5.3	3.3	4.5	1.8	4.2	1.9
1958	6.8	7.3	10.3	7.9	10.9	15.3	9.3	10.6	7.7	6.1	6.8	2.8	5.7	2.5
1959	5.5	5.7	9.0	6.1	9.7	13.4	6.1	6.2	6.0	4.4	5.8	2.5	5.3	2.2
1960	5.5	5.7	8.3	6.2	9.5	13.5	6.2	6.4	6.1	4.6	5.9	2.4	5.1	2.4
1961	6.7	6.8	9.6	7.5	11.1	15.7	7.8	8.5	6.8	5.3	7.3	3.3	6.2	2.5
1962	5.5	5.6	7.5	6.1	7.7	13.5	5.8	5.7	6.0	4.1	6.3	3.0	5.5	2.1
1963	5.7	5.6	9.2	6.1	7.3	13.3	5.7	5.5	6.0	4.2	6.2	2.7	5.7	2.2
1964	5.2	5.0	9.7	5.4	6.7	11.2	5.0	4.7	5.4	3.5	5.7	2.6	5.3	2.1
1965	4.5	4.3	7.5	4.6	5.3	10.1	4.5	3.5	4.7	2.9	5.0	2.3	4.6	1.9
1966	3.8	3.5	6.6	3.8	3.5	7.1	3.2	2.7	3.8	2.0	4.4	2.1	3.9	1.8
1967	3.8	3.6	6.9	3.9	3.4	6.6	3.6	3.4	4.1	2.3	4.2	2.5	3.9	1.8
1968	3.6	3.4	6.3	3.0	3.1	6.9	3.3	3.0	3.7	1.9	4.0	2.2	3.6	1.8
1969	3.5	3.3	6.0	3.5	2.9	6.0	3.3	3.0	3.7	2.2	4.1	2.1	3.5	1.9
1970	4.9	4.8	7.5	5.2	3.1	9.7	5.6	5.7	5.4	3.2	5.3	2.8	4.7	2.2
1971	5.9	5.7	7.9	6.2	4.1	10.4	6.8	7.0	6.5	3.8	6.4	3.3	5.6	2.9
1972	5.6	5.3	7.6	5.7	3.2	10.3	5.6	5.4	5.7	3.5	6.4	3.4	5.3	2.9
1973	4.9	4.5	6.9	4.8	2.9	8.8	4.3	3.9	4.7	3.0	5.6	2.7	4.8	2.7
	Percent distribution													
1948	100.0	89.7	4.2	80.4	1.2	10.1	29.8	14.9	14.9	6.5	18.2	1.3	13.2	5.2
1949	100.0	90.9	3.6	82.5	2.0	10.4	34.1	17.9	16.2	6.9	15.9	1.0	12.1	4.8
1950	100.0	90.7	4.9	80.4	1.8	10.6	29.8	14.2	15.6	5.7	17.6	1.2	13.7	5.4
1951	100.0	90.1	3.4	81.3	1.7	10.6	30.9	13.1	17.8	4.6	18.2	1.3	14.0	5.4
1952	100.0	90.3	3.8	81.1	1.9	11.6	30.4	14.1	16.3	5.0	17.3	1.7	13.3	5.4
1953	100.0	90.7	4.4	80.9	2.5	12.3	29.2	13.7	15.4	4.9	17.1	1.8	13.1	5.4
1954	100.0	91.3	3.7	83.3	3.0	10.9	34.9	20.4	14.5	6.5	15.5	1.3	11.2	4.2
1955	100.0	89.8	4.3	80.5	2.4	11.8	28.8	15.3	13.5	5.7	16.2	1.7	14.0	4.9
1956	100.0	88.7	4.5	79.8	1.8	11.4	30.2	16.3	13.9	4.6	16.7	1.4	13.8	4.3
1957	100.0	88.8	4.1	79.8	1.4	12.2	31.5	17.6	13.9	4.9	16.1	1.4	12.3	4.9
1958	100.0	88.9	3.9	80.9	1.5	11.4	34.9	22.5	12.4	5.3	15.3	1.5	11.0	4.1
1959	100.0	86.8	4.2	77.9	1.6	12.5	28.2	16.3	11.8	4.8	16.5	1.7	12.8	4.7
1960	100.0	86.5	4.1	77.4	1.5	12.0	28.6	16.3	12.4	5.0	16.5	1.6	12.1	5.0
1961	100.0	86.0	3.6	77.9	1.4	11.5	29.2	17.7	11.5	4.6	16.6	1.9	12.6	4.5
1962	100.0	85.3	3.2	77.3	1.2	11.9	26.7	14.7	12.0	4.2	17.3	2.1	13.9	4.8
1963	100.0	83.8	3.9	75.0	1.0	11.2	26.1	14.1	12.0	4.2	16.9	1.8	13.8	4.9
1964	100.0	82.4	4.1	73.3	1.0	10.3	24.9	13.2	11.7	3.8	17.1	2.0	14.3	5.2
1965	100.0	81.0	3.4	72.0	.8	10.8	23.0	11.3	11.7	3.5	17.3	2.0	14.4	5.7
1966	100.0	80.8	3.1	71.0	.7	9.9	22.6	11.3	11.3	3.1	18.3	2.1	14.3	6.7
1967	100.0	83.6	3.2	73.5	.6	9.1	26.2	14.2	12.0	3.6	17.6	2.8	14.5	7.1
1968	100.0	83.7	3.1	72.8	.6	9.2	24.7	13.2	11.5	3.4	18.3	2.7	15.1	7.7
1969	100.0	83.8	2.7	73.0	.5	8.3	25.0	13.6	11.5	3.8	18.9	2.6	14.8	8.1
1970	100.0	86.2	2.3	77.0	.4	9.3	29.2	17.6	11.6	3.7	17.9	2.5	14.0	6.9
1971	100.0	85.7	2.0	76.0	.5	8.5	28.0	16.8	11.2	3.5	18.9	2.6	14.1	7.7
1972	100.0	84.4	2.1	74.0	.4	9.2	23.7	13.4	10.3	3.5	20.4	2.8	14.1	8.3
1973	100.0	83.5	2.2	72.5	.4	9.3	21.5	11.5	10.1	3.3	20.5	2.7	14.7	8.8

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[1] Also includes the self-employed, unpaid family workers, and those with no previous work experience, not shown separately.

Table A-19. Unemployment Rates by Sex and Marital Status: Annual Averages, 1957–73 [1]

[Persons 14 years and over for 1957–66, 16 years and over for 1966 forward]

Year	Both sexes	Male				Female			
		Total	Single	Married, wife present	Widowed, divorced, separated	Total	Single	Married, husband present	Widowed, divorced, separated
1957	4.3	4.1	9.2	2.8	6.8	4.7	5.6	4.3	4.7
1958	6.8	6.8	13.3	5.1	11.2	6.8	7.4	6.5	6.7
1959	5.5	5.3	11.6	3.6	8.6	5.9	7.1	5.2	6.2
1960	5.6	5.4	11.7	3.7	8.4	5.9	7.5	5.2	5.9
1961	6.7	6.5	13.1	4.6	10.3	7.2	8.7	6.4	7.4
1962	5.6	5.3	11.2	3.6	9.9	6.2	7.9	5.4	6.4
1963	5.7	5.3	12.4	3.4	9.6	6.5	8.9	5.4	6.7
1964	5.2	4.7	11.5	2.8	8.9	6.2	8.7	5.1	6.4
1965	4.6	4.0	10.1	2.4	7.2	5.5	8.2	4.5	5.4
1966	3.9	3.3	8.6	1.9	5.6	4.9	7.8	3.7	4.7
1966[2]	3.8	3.2	8.6	1.9	5.5	4.9	7.9	3.7	4.7
1967	3.8	3.1	8.3	1.8	4.9	5.2	7.5	4.5	4.6
1968	3.6	2.9	8.0	1.6	4.2	4.8	7.6	3.9	4.2
1969	3.5	2.8	8.0	1.5	4.0	4.7	7.3	3.9	4.0
1970	4.9	4.4	11.2	2.6	6.4	5.9	9.0	4.9	5.2
1971	5.9	5.3	13.2	3.2	7.4	6.9	10.5	5.7	6.3
1972	5.6	4.9	12.4	2.8	7.0	6.6	10.1	5.4	6.1
1973	4.9	4.1	10.4	2.3	5.4	6.0	9.4	4.6	5.8

[1] Comparable annual averages are not available prior to 1957; data for 1 month of each year beginning 1947 are shown in table B-1.

[2] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967.

Table A-20. Unemployed Persons 16 Years and Over and Percent Distribution of the Unemployed, by Duration of Unemployment: Annual Averages, 1947–73

Year	Total	Less than 5 weeks	5 and 6 weeks	7 to 10 weeks	11 to 14 weeks	15 weeks and over		
						Total	15 to 26 weeks	27 weeks and over
	Number unemployed (thousands)							
1947	2, 311	1, 210	203	308	193	398	234	164
1948	2, 276	1, 300	208	297	164	309	193	116
1949	3, 637	1, 756	309	555	331	683	427	256
1950	3, 288	1, 450	275	479	301	782	425	357
1951	2, 055	1, 177	169	252	153	303	166	137
1952	1, 883	1, 135	168	223	126	232	148	84
1953	1, 834	1, 142	149	209	124	211	132	79
1954	3, 532	1, 605	306	504	305	812	495	317
1955	2, 852	1, 335	230	368	217	703	367	336
1956	2, 750	1, 412	234	360	211	533	301	232
1957	2, 859	1, 408	258	392	240	560	321	239
1958	4, 602	1, 753	363	596	438	1, 452	785	667
1959	3, 740	1, 585	304	474	335	1, 040	469	571
1960	3, 852	1, 719	324	499	353	956	502	454
1961	4, 714	1, 806	377	587	411	1, 532	728	804
1962	3, 911	1 659	334	478	323	1, 119	534	585
1963	4, 070	1, 751	358	519	354	1, 088	535	553
1964	3, 786	1, 697	314	483	319	973	490	482
1965	3, 366	1, 628	286	422	276	755	404	351
1966	2, 875	1, 535	252	346	206	536	295	241
1967	2, 975	1, 635	278	397	218	449	271	177
1968	2, 817	1, 594	247	367	197	412	256	156
1969	2, 831	1, 629	263	364	200	375	242	133
1970	4, 088	2, 137	394	564	331	662	427	235
1971	4, 993	2, 234	456	687	435	1, 181	665	517
1972	4, 840	2, 223	425	664	369	1, 158	597	562
1973	4, 304	2, 196	390	576	330	812	475	337
	Percent distribution							
1947	100. 0	52. 4	8. 8	13. 3	8. 4	17. 2	10. 1	7. 1
1948	100. 0	57. 1	9. 1	13. 0	7. 2	13. 6	8. 5	5. 1
1949	100. 0	48. 3	8. 5	15. 3	9. 1	18. 8	11. 8	7. 0
1950	100. 0	44. 1	8. 4	14. 6	9. 2	23. 8	12. 9	10. 9
1951	100. 0	57. 3	8. 2	12. 3	7. 4	14. 7	8. 1	6. 7
1952	100. 0	60. 2	8. 9	11. 8	6. 7	12. 3	7. 9	4. 5
1953	100. 0	62. 2	8. 1	11. 4	6. 8	11. 5	7. 2	4. 3
1954	100. 0	45. 4	8. 7	14. 3	8. 6	23. 0	14. 0	9. 0
1955	100. 0	46. 8	8. 1	12. 9	7. 6	24. 6	12. 9	11. 8
1956	100. 0	51. 3	8. 5	13. 1	7. 7	19. 4	10. 9	8. 4
1957	100. 0	49. 3	9. 0	13. 7	8. 4	19. 6	11. 2	8. 4
1958	100. 0	38. 1	7. 9	13. 0	9. 5	31. 6	17. 1	14. 5
1959	100. 0	42. 4	8. 1	12. 7	9. 0	27. 8	12. 5	15. 3
1960	100. 0	44. 6	8. 4	13. 0	9. 2	24. 8	13. 0	11. 8
1961	100. 0	38. 3	8. 0	12. 5	8. 7	32. 5	15. 4	17. 1
1962	100. 0	42. 4	8. 5	12. 2	8. 3	28. 6	13. 6	15. 0
1963	100. 0	43. 0	8. 8	12. 8	8. 7	26. 7	13. 1	13. 6
1964	100. 0	44. 8	8. 3	12. 8	8. 4	25. 7	12. 9	12. 7
1965	100. 0	48. 4	8. 5	12. 5	8. 2	22. 4	12. 0	10. 4
1966	100. 0	53. 4	8. 8	12. 0	7. 2	18. 6	10. 3	8. 4
1967	100. 0	54. 9	9. 3	13. 3	7. 3	15. 1	9. 1	5. 9
1968	100. 0	56. 6	8. 8	13. 0	7. 0	14. 6	9. 1	5. 5
1969	100. 0	57. 5	9. 3	12. 9	7. 1	13. 2	8. 5	4. 7
1970	100. 0	52. 3	9. 6	13. 8	8. 1	16. 2	10. 4	5. 7
1971	100. 0	44. 7	9. 1	13. 8	8. 7	23. 7	13. 3	10. 4
1972	100. 0	45. 9	8. 8	13. 7	7. 6	23. 9	12. 3	11. 6
1973	100. 0	51. 0	9. 1	13. 4	7. 7	18. 9	11. 0	7. 8

Table A–21. Percent Distribution of Unemployed Persons 16 Years and Over and Unemployment Rates, by Reason for Unemployment: Annual Averages, 1967–73

Year and reason for unemployment	Total unemployed (thousands)	Percent distribution of unemployed						Unemployment rate [1]					
		Total	Both sexes, 16 to 19 years	Male, 20 years and over	Female, 20 years and over	White	Negro and other races	Total	Both sexes, 16 to 19 years	Male, 20 years and over	Female, 20 years and over	White	Negro and other races
1967													
Total: Number (thousands)	[2] 3,008	[2] 3,008	859	1,061	1,088	2,366	642	3.8	13.2	2.3	4.3	3.4	7.4
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	1,229	40.9	17.5	63.9	36.8	41.7	37.8	1.6	2.3	1.5	1.6	1.4	2.8
Left last job	438	14.6	11.1	15.5	16.4	14.7	14.2	.6	1.5	.4	.7	.5	1.1
Reentered labor force	945	31.4	34.5	18.3	41.8	31.3	33.0	1.2	4.5	.4	1.8	1.1	2.4
Never worked before	396	13.1	36.9	2.3	5.0	12.4	16.0	.5	4.9	.1	.2	.4	1.2
1968													
Total: Number (thousands)	2,817	2,817	839	993	985	2,226	590	3.6	12.7	2.2	3.8	3.2	6.7
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	1,070	38.0	15.5	60.4	34.7	38.1	37.4	1.3	1.9	1.3	1.3	1.2	2.5
Left last job	431	15.3	11.6	16.8	17.0	15.5	14.5	.5	1.5	.4	.6	.5	1.0
Reentered labor force	909	32.3	33.5	20.7	42.9	32.3	33.2	1.2	4.2	.4	1.6	1.0	2.2
Never worked before	407	14.4	39.4	2.2	5.6	14.1	15.9	.5	5.0	(3)	.2	.4	1.1
1969													
Total: Number (thousands)	2,831	2,831	853	963	1,015	2,261	570	3.5	12.2	2.1	3.7	3.1	6.4
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	1,017	35.9	14.8	57.8	33.0	36.1	35.1	1.2	1.8	1.2	1.2	1.1	2.3
Left last job	436	15.4	11.9	17.0	16.8	15.8	13.9	.5	1.5	.4	.6	.5	.9
Reentered labor force	965	34.1	34.5	22.4	44.8	33.9	34.7	1.2	4.2	.5	1.7	1.1	2.2
Never worked before	413	14.6	38.8	2.8	5.5	14.2	16.2	.5	4.8	.1	.2	.4	1.0
1970													
Total: Number (thousands)	4,088	4,088	1,105	1,636	1,347	3,337	752	4.9	15.3	3.5	4.8	4.5	8.2
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	1,809	44.3	18.1	65.1	40.4	45.0	40.9	2.2	2.8	2.2	1.9	2.1	3.3
Left last job	549	13.4	11.4	12.8	15.9	13.7	12.3	.7	1.7	.4	.8	.6	1.0
Reentered labor force	1,227	30.0	34.3	19.4	39.4	29.4	32.5	1.5	5.2	.7	1.9	1.3	2.7
Never worked before	503	12.3	36.2	2.7	4.3	11.9	14.3	.6	5.5	.1	.2	.5	1.2
1971													
Total: Number (thousands)	4,993	4,993	1,257	2,086	1,650	4,074	919	5.9	16.9	4.4	5.7	5.4	9.9
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	2,313	46.3	18.5	66.3	42.2	47.2	42.4	2.7	3.1	2.9	2.4	2.6	4.2
Left last job	587	11.8	9.2	11.4	14.2	11.9	11.2	.7	1.6	.5	.8	.6	1.1
Reentered labor force	1,466	29.4	32.5	19.6	39.3	28.9	31.6	1.7	5.5	.9	2.3	1.6	3.1
Never worked before	627	12.6	39.8	2.7	4.3	12.1	14.8	.7	6.7	.1	.2	.7	1.5
1972													
Total: Number (thousands)	4,840	4,840	1,302	1,928	1,610	3,884	956	5.6	16.2	4.0	5.4	5.0	10.0
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	2,089	43.1	18.9	62.6	39.4	44.0	39.7	2.4	3.1	2.5	2.2	2.3	4.0
Left last job	635	13.1	9.9	12.7	16.2	13.6	11.4	.7	1.6	.5	.9	.7	1.1
Reentered labor force	1,444	29.8	30.2	21.6	39.4	29.1	32.8	1.7	4.9	.9	2.1	1.5	3.3
Never worked before	672	13.9	41.0	3.1	4.9	13.3	16.1	.8	6.6	.1	.3	.7	1.6
1973													
Total: Number (thousands)	4,304	4,304	1,225	1,594	1,485	3,410	894	4.9	14.5	3.2	4.8	4.3	8.9
Percent	....	100.0	100.0	100.0	100.0	100.0	100.0	....	....	....	....	....	....
Lost last job	1,666	38.7	17.2	53.1	34.6	39.8	34.5	1.9	2.4	1.9	1.6	1.7	3.1
Left last job	674	15.7	11.8	15.9	18.6	16.2	13.7	.8	1.7	.5	.9	.7	1.2
Reentered labor force	1,323	30.7	29.5	21.6	41.5	30.0	33.4	1.5	4.3	.7	2.0	1.3	3.0
Never worked before	642	14.9	41.5	3.4	5.3	14.0	18.4	.7	6.0	.1	.3	.6	1.6

[1] For the reasons categories, unemployment rates are computed as a percent of the total civilian labor force and thus will sum to the total rate shown.

[2] Differs slightly from the 1967 total published elsewhere because of technical reasons connected with the introduction of a new series.

[3] Less than 0.05 percent.

Table A-22. Long-Term Unemployment Compared With Total Unemployment, by Sex, Age, and Color: Annual Averages, 1963–73 [1]

[Persons 14 years and over for 1963-66, 16 years and over for 1966 forward; numbers in thousands]

Item	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	Total unemployed											
Total: Number	4,304	4,840	4,993	4,088	2,831	2,817	2,975	2,875	2,976	3,456	3,876	4,166
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	52.0	54.4	55.6	54.7	49.6	50.4	50.7	54.0	54.6	57.3	58.6	60.9
Under 20 years	15.0	14.6	13.8	14.7	15.6	15.2	15.0	15.0	16.9	15.8	14.3	13.6
Under 18	8.1	7.3	6.9	7.5	8.6	8.3	8.1	7.6	9.8	9.1	8.3	7.5
18 and 19	6.9	7.3	6.9	7.2	7.0	6.9	6.9	7.4	7.1	6.7	5.9	6.1
20 to 24 years	11.9	12.8	12.7	11.7	9.5	9.2	7.9	7.7	7.4	9.0	9.9	9.5
25 to 44 years	14.7	15.2	16.6	15.7	12.7	13.4	13.6	15.9	15.4	16.7	17.2	19.9
45 to 64 years	9.0	10.3	11.1	10.9	10.0	10.5	12.2	13.1	12.7	13.7	15.0	15.5
65 years and over	1.3	1.5	1.4	1.7	1.7	2.2	2.0	2.3	2.2	2.2	2.2	2.3
Female	48.0	45.6	44.4	45.3	50.4	49.6	49.3	46.0	45.4	42.7	41.4	39.1
Under 20 years	13.4	12.3	11.4	12.4	14.6	14.6	13.1	14.0	14.6	12.1	10.6	9.9
Under 18	6.5	5.7	5.0	5.7	6.8	6.4	5.4	6.1	6.9	5.4	5.2	4.9
18 and 19	7.0	6.6	6.4	6.7	7.8	8.3	7.8	8.0	7.7	6.7	5.3	5.1
20 to 24 years	10.9	10.3	9.7	9.4	10.2	10.1	9.3	7.8	7.5	7.1	7.1	6.3
25 to 44 years	15.2	14.4	14.5	14.4	15.9	15.5	16.7	14.2	13.7	14.4	14.0	13.8
45 to 64 years	7.6	7.8	8.0	8.3	8.9	8.4	9.3	9.0	8.7	8.2	8.9	8.4
65 years and over	.7	.8	.8	.8	.8	1.0	.9	.9	.9	.8	.9	.7
COLOR AND SEX												
White	79.2	80.2	81.6	81.6	79.9	79.0	78.6	78.4	78.2	79.7	79.1	78.8
Male	42.2	44.6	46.1	45.4	40.2	40.6	40.6	43.1	43.5	46.4	47.2	48.7
Female	37.0	35.6	35.5	36.2	39.7	38.5	38.0	35.2	34.7	33.3	31.9	30.1
Negro and other races	20.8	19.8	18.4	18.4	20.1	21.0	21.4	21.6	21.8	20.3	20.9	21.2
Male	9.8	9.8	9.5	9.3	9.4	9.8	10.1	10.8	11.0	10.9	11.4	12.2
Female	10.9	10.0	8.9	9.1	10.7	11.1	11.4	10.8	10.8	9.4	9.5	9.0
	Unemployed 15 weeks and over											
Total: Number	812	1,158	1,181	662	375	412	449	525	536	755	973	1,088
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	59.2	61.7	62.1	60.1	54.0	55.0	56.8	61.6	61.6	60.8	62.3	65.7
Under 20 years	9.0	9.1	9.3	9.2	9.1	8.5	10.2	9.7	11.0	10.6	9.8	9.7
Under 18	4.2	4.0	4.1	4.5	4.8	4.9	5.3	4.4	5.8	5.6	5.6	4.3
18 and 19	4.8	5.1	5.2	4.7	4.3	3.6	4.9	5.3	5.2	4.9	4.2	5.3
20 to 24 years	11.9	12.6	12.1	10.0	7.5	6.1	5.5	5.9	5.8	6.8	7.6	8.1
25 to 44 years	20.9	20.5	21.2	18.9	15.2	16.5	16.6	18.8	18.4	18.3	17.9	21.2
45 to 64 years	14.9	16.6	16.8	17.8	18.4	18.7	19.5	22.4	22.0	21.1	22.9	22.6
65 years and over	2.5	2.9	2.7	4.2	3.7	5.1	4.9	4.8	4.5	4.1	4.1	4.1
Female	40.8	38.3	37.9	39.9	46.0	45.0	43.2	38.4	38.4	39.2	37.7	34.3
Under 20 years	7.8	6.6	5.8	7.1	8.6	9.5	9.1	8.4	8.9	8.2	6.1	5.6
Under 18	3.0	2.5	1.9	3.2	3.2	4.4	2.7	3.6	4.3	3.1	2.5	2.3
18 and 19	4.8	4.1	3.8	3.9	5.3	5.1	6.4	4.8	4.7	5.2	3.6	3.3
20 to 24 years	8.0	6.8	7.1	6.9	7.2	7.5	6.4	4.6	4.3	4.9	5.9	4.3
25 to 44 years	13.8	13.4	14.2	14.0	15.8	16.1	14.2	12.7	12.7	14.0	13.9	13.2
45 to 64 years	10.2	10.3	9.8	10.6	12.8	10.2	11.8	11.0	10.8	10.7	10.4	10.2
65 years and over	1.0	1.4	1.0	1.2	1.6	1.7	1.8	1.7	1.7	1.3	1.4	.9
COLOR AND SEX												
White	77.1	80.6	81.0	81.3	78.9	79.3	76.7	76.4	76.3	77.0	77.1	74.0
Male	46.9	50.5	51.0	50.0	44.5	45.5	44.9	48.5	48.5	47.9	49.2	49.4
Female	30.2	30.1	29.9	31.3	34.4	33.8	31.8	27.9	27.8	29.2	27.9	24.6
Negro and other races	22.9	19.4	19.0	18.7	21.1	20.7	23.3	23.6	23.7	22.9	22.9	26.0
Male	12.3	11.1	11.0	10.0	9.6	9.7	11.8	13.1	13.2	13.0	13.3	16.4
Female	10.6	8.3	8.0	8.8	11.5	10.9	11.6	10.5	10.4	9.9	9.7	9.7

Footnotes at end of table.

Table A–22. Long-Term Unemployment Compared With Total Unemployment, by Sex, Age, and Color: Annual Averages, 1963–73 [1]—Continued

Item	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	Unemployed 27 weeks and over											
Total: Number	337	562	517	235	133	156	179	239	241	351	482	553
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	61.4	62.3	62.2	62.4	56.1	61.1	61.5	66.4	66.9	65.0	64.8	69.3
Under 20 years	7.2	6.9	7.1	5.5	5.2	7.0	8.4	6.7	7.5	9.1	8.8	9.0
Under 18	3.0	3.0	2.7	3.4	2.3	4.5	3.9	2.1	2.9	5.1	4.7	3.8
18 and 19	4.2	3.9	4.4	2.1	3.0	2.5	4.5	4.6	4.6	4.0	3.9	5.2
20 to 24 years	10.2	10.9	11.0	9.3	6.1	7.0	5.0	3.8	3.8	6.6	6.4	7.8
25 to 44 years	21.9	21.9	21.2	20.3	16.7	17.2	15.1	21.4	21.3	19.1	16.0	20.4
45 to 64 years	18.9	18.9	19.3	21.5	22.7	22.9	25.7	29.0	28.9	25.1	28.0	26.4
65 years and over	3.3	3.7	3.5	5.9	5.3	7.0	7.3	5.5	5.4	5.1	5.6	5.6
Female	38.6	37.7	37.8	37.6	43.9	38.9	38.5	33.6	33.1	35.0	35.2	30.7
Under 20 years	6.6	4.3	5.0	4.2	8.3	7.0	6.7	6.3	6.7	5.1	4.9	4.2
Under 18	1.8	1.8	1.5	1.3	2.3	2.5	1.7	2.1	2.5	2.0	2.1	1.8
18 and 19	4.8	2.5	3.5	3.0	6.1	4.5	5.0	4.2	4.2	3.1	2.9	2.4
20 to 24 years	6.9	6.0	6.0	5.9	6.1	7.0	4.5	3.8	3.8	4.0	5.6	4.0
25 to 44 years	12.3	14.1	14.1	13.9	15.2	12.1	11.2	10.1	9.6	13.7	12.1	11.4
45 to 64 years	11.7	11.7	11.4	11.8	12.9	11.5	12.8	10.9	10.9	10.5	10.5	10.3
65 years and over	1.2	1.6	1.4	1.7	1.5	1.3	3.4	2.5	2.1	1.7	2.1	.9
COLOR AND SEX												
White	78.1	81.3	81.4	79.3	78.2	78.8	74.7	75.3	75.4	74.6	74.7	71.8
Male	49.7	51.2	51.6	51.9	45.9	50.0	46.6	52.3	52.5	49.6	50.2	50.8
Female	28.4	30.1	29.8	27.4	32.3	28.8	28.1	23.0	22.9	25.1	24.5	21.0
Negro and other races	23.1	18.6	18.6	19.8	21.8	21.2	25.3	24.7	24.6	25.4	25.3	28.2
Male	12.3	11.0	10.6	10.1	10.5	11.5	15.2	14.2	14.2	15.4	14.7	18.4
Female	10.8	7.5	7.9	9.7	11.3	9.6	10.1	10.5	10.4	10.0	10.6	9.8

[1] Data for 1957–62 were published in the *1970 Manpower Report*.

[2] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967; prior to this, the items "under 20 years" and "under 18" referred to persons 14 to 19 years and 14 to 17 years, respectively.

Table A–23. Long-Term Unemployment by Major Industry and Occupation Group: Annual Averages, 1963–73 [1]

[Persons 14 years and over for 1963-66, 16 years and over for 1966 forward; numbers in thousands]

Industry and occupation group	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	Unemployed 15 weeks and over											
Total: Number	812	1,158	1,181	662	375	412	449	525	536	755	973	1,088
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
INDUSTRY GROUP												
Agriculture	1.8	1.3	1.3	2.1	3.2	3.2	3.5	4.4	4.7	3.7	3.2	3.0
Nonagricultural industries	86.8	89.0	90.1	88.5	87.0	85.4	84.9	83.3	81.7	82.4	84.0	84.8
Wage and salary workers	85.2	87.7	88.3	87.2	85.1	83.2	82.8	80.0	78.5	79.9	81.5	82.3
Mining	.5	.5	.4	.3	.8	1.2	.8	1.9	1.7	1.3	2.3	1.5
Construction	10.7	10.0	8.1	10.6	9.0	10.0	10.7	10.1	9.9	10.6	9.2	10.8
Manufacturing	25.2	31.9	36.4	35.1	28.6	29.2	29.8	24.0	23.3	25.2	28.6	29.9
Durable goods	14.2	20.1	24.9	22.4	16.4	16.3	16.7	12.0	11.6	13.3	16.5	17.8
Nondurable goods	11.1	11.7	11.5	12.6	12.2	12.9	13.0	12.0	11.8	12.0	12.2	12.1
Transportation and public utilities	4.6	4.4	3.7	3.8	4.0	3.6	4.3	4.4	4.3	4.8	4.4	5.1
Wholesale and retail trade	19.1	18.0	18.2	15.7	18.0	15.8	16.6	17.3	17.0	17.0	16.7	15.6
Finance and service	22.3	20.5	18.9	18.9	21.5	20.4	18.5	20.0	20.0	18.9	17.2	16.1
Public administration	2.8	2.3	2.6	2.7	3.2	2.9	2.1	2.5	2.4	2.1	3.1	3.4
Self-employed and unpaid family workers	1.6	1.4	1.8	1.4	1.9	2.2	2.1	3.2	3.2	2.5	2.6	2.5
Persons with no previous work experience	11.3	9.8	8.6	9.5	9.8	11.4	11.6	12.4	13.6	13.8	12.8	12.1
OCCUPATION GROUP												
Professional and technical	7.4	6.7	8.5	6.9	5.6	4.9	4.1	4.0	3.9	3.6	3.8	3.3
Farmers and farm managers	.1	....	....	.2	.3	.2	.2	.8	.7	.5	.4	.4
Managers and administrators ex. farm	4.2	4.4	3.8	3.6	4.0	4.1	3.8	4.2	4.1	3.6	3.5	3.2
Sales workers	4.9	4.7	4.2	4.1	5.3	3.6	4.7	4.6	4.5	4.4	3.7	3.9
Clerical workers	13.3	14.6	13.4	13.4	13.3	12.4	12.4	9.3	9.2	10.3	12.3	10.6
Craft and kindred workers	11.7	12.2	12.1	11.9	8.8	10.7	9.6	10.7	10.5	10.9	10.6	11.4
Operatives, total	22.0	24.7	27.8	27.6	27.7	26.7	26.6	22.3	21.9	24.3	24.6	26.5
Except transport	18.1	20.8	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Transport equipment	3.9	3.9	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Private household workers	1.0	.8	.7	.9	1.9	2.4	1.8	3.0	3.0	3.1	2.5	2.6
Service workers ex. private household	13.3	11.7	11.1	10.7	12.8	12.4	12.2	13.9	13.8	12.5	12.0	10.8
Farm laborers and supervisors	1.2	.9	.8	1.8	2.1	1.9	2.1	3.0	3.2	2.7	2.3	2.0
Nonfarm laborers	9.5	9.8	9.0	9.5	8.3	9.2	10.9	11.8	11.6	10.5	11.5	13.2
Persons with no previous work experience	11.3	9.8	8.6	9.5	9.9	11.4	11.6	12.4	13.6	13.8	12.8	12.1
	Unemployed 27 weeks and over											
Total: Number	337	562	517	235	133	156	177	239	241	351	482	553
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
INDUSTRY GROUP												
Agriculture	1.2	1.2	1.0	1.7	1.5	3.2	3.9	4.2	4.2	3.7	2.7	2.2
Nonagricultural industries	86.9	89.9	90.7	90.6	88.7	86.0	84.3	84.3	83.7	83.5	84.2	84.8
Wage and salary workers	84.8	88.3	88.2	88.9	85.7	83.4	81.0	80.1	79.5	79.8	81.3	82.6
Mining	.6	.5	.4	.4	.8	2.5	.6	2.1	2.1	2.0	3.5	1.8
Construction	8.9	7.1	6.4	7.2	6.8	9.6	10.9	8.1	7.9	6.8	7.7	9.2
Manufacturing	26.2	34.2	38.1	37.6	28.6	27.4	29.7	24.6	24.7	26.5	29.5	28.4
Durable goods	15.8	23.1	27.1	24.1	15.8	17.8	17.1	12.3	12.1	14.2	17.5	16.5
Nondurable goods	10.7	11.0	11.0	13.5	12.8	9.6	12.6	12.3	12.6	12.3	12.1	12.0
Transportation and public utilities	4.8	5.3	3.7	5.1	5.3	4.5	3.6	4.7	4.6	5.7	5.0	6.0
Wholesale and retail trade	19.0	17.4	17.2	14.3	19.5	14.6	15.4	16.9	16.3	17.7	15.6	15.8
Finance and service	22.0	21.5	19.1	21.3	21.1	21.7	18.5	20.9	20.9	18.5	17.3	17.8
Public administration	3.3	2.1	3.3	3.0	3.8	3.2	2.2	3.0	2.9	2.6	2.7	3.6
Self-employed and unpaid family workers	2.1	1.6	2.5	1.7	3.0	2.5	3.4	4.2	4.2	3.7	2.9	2.2
Persons with no previous work experience	11.9	8.9	8.3	8.1	9.8	10.8	11.8	11.4	12.1	12.8	13.1	13.0
OCCUPATION GROUP												
Professional and technical	8.3	7.5	9.1	9.3	5.3	5.1	3.9	3.8	3.7	4.3	3.3	3.4
Farmers and farm managers	....	....	....	.4	....	....	.6	1.7	1.7	1.1	.4	.5
Managers and administrators ex. farm	4.2	4.6	4.4	5.5	4.5	4.5	5.9	4.6	4.6	4.3	4.0	3.4
Sales workers	5.1	4.8	3.9	4.2	6.1	3.2	5.4	4.2	4.2	4.5	4.2	4.0
Clerical workers	12.8	14.8	13.5	12.7	15.2	12.2	11.0	8.4	8.3	10.5	11.2	9.9
Craft and kindred workers	11.6	11.4	12.8	11.9	7.6	10.9	9.0	11.3	11.2	10.8	10.0	10.7
Operatives, total	22.9	25.1	27.5	27.1	26.5	26.3	25.1	23.1	22.9	22.7	25.4	25.7
Except transport	18.8	21.2	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Transport equipment	4.2	3.9	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Private household workers	.9	.9	.6	.8	1.5	2.6	2.0	2.9	2.9	3.4	2.3	2.5
Service workers ex. private household	13.7	11.9	11.0	10.2	15.2	12.2	10.7	14.3	14.2	13.9	12.9	11.9
Farm laborers and supervisors	.6	.7	.6	1.3	.8	1.3	2.3	2.1	2.1	2.0	2.1	1.4
Nonfarm laborers	8.0	9.3	8.3	8.5	7.6	10.9	12.4	12.2	12.1	9.7	11.2	13.4
Persons with no previous work experience	11.9	8.9	8.3	8.1	9.8	10.8	11.8	11.4	12.1	12.8	13.1	13.0

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[1] Data for 1957-62 were published in the *1970 Manpower Report*.

[2] Data revised to refer to persons 16 years and over in accordance with changes in the age limit and concepts introduced in 1967.

[3] Not available.

NOTE: See notes on tables A-11 and A-17 regarding comparability of occupational data beginning 1971 with earlier years.

Table A-24. Nonagricultural Workers on Full-Time Schedules or on Voluntary Part Time, by Selected Characteristics: Annual Averages, 1963–73 [1]

[Persons 14 years and over for 1963-66, 16 years and over for 1966 forward, numbers in thousands]

Item	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	On full-time schedules [3]											
Total: Number	63,560	61,317	59,203	59,102	59,181	57,877	56,865	56,348	56,410	54,692	52,872	51,439
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	66.4	66.7	67.0	66.8	66.8	67.5	67.8	68.1	68.1	68.9	69.3	69.6
Under 18 years	.6	.5	.5	.5	.6	.6	.5	.6	.7	.6	.6	.5
18 to 24 years [4]	10.6	9.9	9.3	8.8	8.7	8.5	8.7	8.8	8.8	8.7	8.2	7.9
25 to 44 years	31.4	31.6	31.5	31.6	31.7	32.2	32.3	32.4	32.4	33.1	33.8	34.3
45 to 64 years	22.5	23.3	24.1	24.2	24.2	24.5	24.5	24.5	24.5	24.7	25.0	25.1
65 years and over	1.2	1.4	1.5	1.6	1.7	1.7	1.7	1.8	1.8	1.8	1.8	1.9
Female	33.6	33.3	33.0	33.2	33.2	32.5	32.2	31.9	31.9	31.1	30.7	30.4
Under 18 years	.3	.3	.3	.3	.3	.3	.3	.3	.4	.3	.3	.3
18 to 24 years [4]	7.7	7.5	7.3	7.4	7.4	7.0	6.9	6.7	6.7	6.2	5.9	5.6
25 to 44 years	13.6	13.1	12.6	12.7	12.6	12.6	12.5	12.3	12.3	12.2	12.1	12.3
45 to 64 years	11.2	11.7	12.1	12.1	12.1	11.8	11.8	11.7	11.7	11.6	11.5	11.4
65 years and over	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.8
COLOR AND SEX												
White	89.2	89.5	89.5	89.5	89.5	89.6	89.8	89.8	89.8	90.1	90.3	90.6
Male	59.9	60.4	60.6	60.4	60.4	61.1	61.4	61.7	61.7	62.6	63.2	63.6
Female	29.3	29.2	28.9	29.1	29.1	28.5	28.4	28.1	28.1	27.4	27.2	27.0
Negro and other races	10.8	10.5	10.5	10.5	10.5	10.4	10.2	10.2	10.2	9.9	9.7	9.4
Male	6.5	6.3	6.3	6.4	6.4	6.4	6.4	6.4	6.4	6.3	6.2	6.0
Female	4.4	4.2	4.2	4.1	4.1	4.0	3.9	3.8	3.8	3.6	3.5	3.4
SEX AND MARITAL STATUS												
Male:												
Single	10.1	9.4	8.9	8.7	8.6	8.5	8.4	8.4	8.5	8.6	8.5	8.5
Married, wife present	52.5	53.6	54.6	54.6	54.8	55.7	56.1	56.3	56.3	56.9	57.6	57.8
Widowed, divorced, separated	3.8	3.7	3.5	3.4	3.4	3.3	3.2	3.4	3.4	3.4	3.3	3.3
Female:												
Single	7.3	7.2	7.0	7.2	7.3	7.3	7.2	7.2	7.2	7.1	7.0	7.0
Married, husband present	19.6	19.3	19.2	19.3	19.1	18.5	18.0	17.6	17.6	17.1	16.9	16.4
Widowed, divorced, separated	6.8	6.9	6.8	6.8	6.8	6.7	7.0	7.0	7.0	6.9	6.8	7.0
INDUSTRY GROUP												
Wage and salary workers	93.1	93.0	92.7	92.8	92.6	92.6	92.4	90.9	90.9	90.4	90.0	89.9
Construction	6.3	6.3	6.2	5.9	6.0	5.9	5.9	6.0	6.0	6.1	6.0	5.9
Manufacturing	28.9	28.4	28.7	30.5	31.6	31.9	32.1	32.0	32.0	31.1	30.7	30.7
Durable goods	17.5	16.8	17.1	18.3	19.2	19.2	19.3	19.0	19.0	18.1	17.8	17.9
Nondurable goods	11.4	11.6	11.6	12.2	12.4	12.7	12.8	13.0	13.0	12.9	12.8	12.8
Transportation and public utilities	7.1	7.3	7.3	7.4	7.4	7.3	7.2	7.2	7.2	7.4	7.4	7.5
Wholesale and retail trade	16.1	16.3	16.3	15.4	14.9	15.2	15.3	15.0	15.0	15.4	15.4	15.4
Finance and service	27.4	27.4	26.9	26.1	25.2	24.7	24.4	23.5	23.5	23.3	23.3	23.1
Other industries [5]	7.1	7.2	7.2	7.6	7.5	7.5	7.5	7.2	7.2	7.2	7.3	7.3
Self-employed and unpaid family workers	6.9	7.0	7.3	7.2	7.4	7.4	7.6	9.1	9.1	9.6	10.0	10.1

Footnotes at end of table.

Table A–24. Nonagricultural Workers on Full-Time Schedules or on Voluntary Part Time, by Selected Characteristics: Annual Averages, 1963–73 [1]—Continued

Item	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	On voluntary part-time schedules [6]											
Total: Number	10,311	9,937	9,503	9,387	9,027	8,452	8,048	7,441	8,256	7,607	7,263	6,808
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	31.6	32.5	32.3	32.2	32.8	32.4	32.9	32.7	35.0	35.0	34.8	34.3
Under 18 years	8.9	8.9	9.1	9.2	9.5	9.3	9.7	9.9	14.4	14.5	14.3	13.4
18 to 24 years [4]	10.6	11.5	11.2	11.0	11.3	11.1	10.8	10.4	9.3	8.7	7.8	7.8
25 to 44 years	3.4	3.3	3.2	3.0	3.0	2.7	2.7	2.8	2.5	2.5	2.9	2.9
45 to 64 years	3.5	3.5	3.3	3.3	3.3	3.5	3.6	3.6	3.3	3.5	3.8	3.9
65 years and over	5.2	5.4	5.5	5.8	5.7	5.8	6.1	6.1	5.5	5.7	6.1	6.2
Female	68.4	67.5	67.7	67.8	67.2	67.6	67.1	67.3	65.0	65.1	65.2	65.7
Under 18 years	8.8	8.3	8.2	8.2	8.0	7.8	7.8	8.0	11.6	11.3	11.2	10.5
18 to 24 years [4]	13.3	13.1	12.6	12.2	11.6	11.2	11.0	10.0	9.0	8.4	7.9	7.8
25 to 44 years	23.9	23.6	23.5	23.9	23.4	23.7	23.7	24.2	21.8	22.1	22.2	23.2
45 to 64 years	18.2	18.2	18.8	19.1	19.6	20.2	19.8	20.4	18.3	18.7	19.3	19.6
65 years and over	4.3	4.4	4.6	4.4	4.7	4.7	4.8	4.7	4.2	4.6	4.7	4.7
COLOR AND SEX												
White	90.8	90.7	90.9	90.4	90.0	90.1	89.4	88.9	89.5	89.9	89.5	89.5
Male	28.8	29.7	29.7	29.4	30.0	29.7	30.0	29.7	31.9	32.1	31.8	31.5
Female	62.1	61.0	61.2	61.1	60.1	60.4	59.4	59.2	57.6	57.8	57.6	58.0
Negro and other races	9.2	9.3	9.1	9.6	10.0	9.9	10.6	11.1	10.5	10.1	10.5	10.5
Male	2.8	2.8	2.6	2.8	2.8	2.7	2.9	3.0	3.1	2.9	2.9	2.8
Female	6.3	6.5	6.5	6.7	7.2	7.2	7.7	8.1	7.4	7.2	7.6	7.7
SEX AND MARITAL STATUS												
Male:												
Single	19.7	20.4	20.1	20.0	20.6	20.4	20.6	20.2	23.7	23.4	22.4	21.4
Married, wife present	10.3	10.4	10.7	10.6	10.5	10.4	10.7	10.9	9.8	10.2	10.6	11.1
Widowed, divorced, separated	1.6	1.7	1.6	1.5	1.6	1.6	1.6	1.6	1.4	1.4	1.8	1.8
Female:												
Single	19.2	18.7	18.2	18.0	17.5	16.7	16.6	16.4	19.1	18.1	18.0	17.4
Married, husband present	40.4	40.2	40.8	41.2	40.5	41.4	40.8	41.1	37.1	38.0	37.7	38.3
Widowed, divorced, separated	8.8	8.6	8.7	8.6	9.3	9.6	9.7	9.8	8.8	8.9	9.5	10.0
INDUSTRY GROUP												
Wage and salary workers	90.4	90.2	90.0	90.3	90.2	90.1	89.0	87.7	87.6	86.3	86.2	85.7
Construction	1.9	1.8	1.7	1.7	1.8	1.7	1.6	1.7	1.6	1.8	1.7	1.8
Manufacturing	5.9	5.5	5.4	5.9	6.4	6.4	6.4	6.4	7.1	6.7	7.2	7.7
Durable goods	2.5	2.2	2.0	2.4	2.5	2.3	2.4	2.4	2.2	1.9	1.8	2.0
Nondurable goods	3.5	3.4	3.4	3.5	3.9	4.1	4.0	4.0	4.8	4.7	5.4	5.7
Transportation and public utilities	3.1	2.9	2.9	3.0	3.1	2.7	2.7	2.5	2.3	2.2	2.3	2.3
Wholesale and retail trade	33.0	32.6	32.0	31.4	31.0	30.7	29.9	29.0	27.6	27.4	25.9	26.2
Finance and service	44.1	45.0	45.6	45.7	45.2	46.0	45.8	45.1	46.2	46.0	46.9	45.4
Other industries [5]	2.3	2.4	2.4	2.6	2.6	2.6	2.7	3.0	2.8	2.2	2.3	2.4
Self-employed and unpaid family workers	9.6	9.8	10.0	9.7	9.8	9.9	11.0	12.3	12.4	13.8	13.8	14.3

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[1] Data for 1957-62 were published in the *1970 Manpower Report*.

[2] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967, prior to this, the item "under 18 years" referred to persons 14 to 17 years.

[3] Includes persons who worked 35 hours or more during the survey week and those who usually work full time but worked part time because of illness, bad weather, holidays, personal business, or other temporary noneconomic reasons.

[4] Data not available for the usual 20- to 24-year age group because the breakdown for the 18- and 19-year age group is not readily available from 1963.

[5] Includes mining and public administration.

[6] Includes persons who wanted only part-time work.

Table A-25. Persons on Part Time for Economic Reasons,[1] by Type of Industry, Sex, and Age: Annual Averages, 1957–73

[Thousands of persons 14 years and over for 1957–66, 16 years and over for 1966 forward]

Year	Total	Agriculture	Nonagricultural industries												
			Total	Male						Female					
				Total	Under 18 years [2]	18 to 24 years [3]	25 to 44 years	45 to 64 years	65 years and over	Total	Under 18 years [2]	18 to 24 years [3]	25 to 44 years	45 to 64 years	65 years and over
1957	2,469	300	2,169	1,263	99	181	488	418	76	906	58	117	383	315	31
1958	3,280	327	2,953	1,793	114	257	727	607	88	1,161	57	166	482	413	42
1959	2,640	304	2,336	1,320	115	223	494	419	67	1,016	62	140	405	367	41
1960	2,860	300	2,560	1,476	114	251	552	489	70	1,083	75	167	420	385	36
1961	3,142	329	2,813	1,625	127	305	598	527	66	1,188	65	178	460	443	40
1962	2,661	325	2,336	1,308	113	243	476	422	55	1,029	65	171	386	372	34
1963	2,620	332	2,288	1,263	106	255	436	407	59	1,025	65	183	384	355	38
1964	2,455	318	2,137	1,154	106	235	398	368	49	982	60	177	350	359	30
1965	2,209	281	1,928	1,005	108	226	322	310	40	923	55	205	308	325	37
1966	1,960	246	1,714	896	108	195	277	273	43	818	65	164	286	279	27
1966 [4]	1,894	230	1,664	863	75	195	277	273	43	801	47	164	286	279	23
1967	2,163	250	1,913	987	81	214	331	310	51	925	52	199	312	331	33
1968	1,970	255	1,715	830	90	194	250	250	47	886	55	201	286	314	30
1969	2,056	246	1,810	888	98	210	284	252	45	921	64	212	311	308	27
1970	2,443	247	2,196	1,105	98	284	373	303	46	1,090	70	269	355	362	35
1971	2,675	236	2,439	1,202	104	336	401	317	46	1,236	79	320	408	390	40
1972	2,624	216	2,408	1,168	135	365	358	268	42	1,239	93	337	408	359	41
1973	2,519	208	2,311	1,101	125	348	349	240	38	1,210	95	357	391	328	38

[1] Includes persons who worked less than 35 hours during the survey week because of slack work, job changing during the week, material shortages, inability to find full-time work, etc.

[2] Data refer to persons 14 to 17 years for the period 1957–66, and person 16 and 17 years beginning 1966.

[3] See footnote 4, table A–24.

[4] See footnote 2, table A–19.

Table A–26. Nonagricultural Workers on Part Time for Economic Reasons, by Usual Full-Time or Part-Time Status and Selected Characteristics: Annual Averages, 1963–73 [1]

[Persons 14 years and over for 1963–66, 16 years and over for 1966 forward; numbers in thousands]

Item	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	Usually work full time [3]											
Total: Number	1,074	1,081	1,184	1,201	955	895	1,060	871	873	897	986	1,069
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	56.9	58.5	57.8	58.4	56.1	55.4	59.8	60.9	60.9	60.2	61.0	63.0
Under 18 years	2.6	2.0	1.5	1.6	2.3	2.5	1.8	1.8	2.1	1.6	1.6	1.3
18 to 24 years [4]	16.5	15.6	13.5	13.6	12.6	12.5	12.1	13.6	13.5	13.2	11.8	11.6
25 to 44 years	21.9	23.0	23.1	23.8	22.3	20.3	23.6	23.3	23.2	24.1	26.1	26.7
45 to 64 years	14.4	16.5	18.1	17.7	17.2	18.2	20.1	20.4	20.3	20.2	19.9	21.6
65 years and over	1.5	1.4	1.5	1.7	1.8	1.9	2.1	1.7	1.7	1.2	1.6	1.8
Female	43.1	41.4	42.2	41.6	43.9	44.6	40.2	39.1	39.1	39.8	39.0	37.0
Under 18 years	1.2	.9	.8	1.1	1.3	.9	.7	1.0	1.1	1.0	.6	.8
18 to 24 years [4]	12.2	9.8	9.7	9.7	9.9	9.9	8.6	8.4	8.4	8.7	6.9	7.0
25 to 44 years	16.7	16.1	16.3	15.4	17.4	17.2	15.6	16.3	16.3	15.5	16.2	16.1
45 to 64 years	11.9	13.5	14.5	14.5	14.6	15.4	14.3	12.5	12.5	13.9	14.6	12.2
65 years and over	1.0	1.1	.8	1.0	.7	1.2	1.0	.9	.9	.7	.7	.8
COLOR AND SEX												
White	84.1	84.5	83.3	83.2	83.4	81.1	81.1	81.6	81.6	81.7	82.2	83.6
Male	47.6	49.6	48.1	48.4	46.1	44.4	47.7	49.1	49.1	48.7	49.8	52.0
Female	36.4	34.9	35.2	34.8	37.2	36.8	33.4	32.5	32.4	33.0	32.4	31.7
Negro and other races	16.0	15.4	16.7	16.8	16.6	18.9	18.9	18.4	18.4	18.3	17.8	16.4
Male	9.4	8.9	9.8	10.0	9.9	10.9	12.1	11.8	11.9	11.5	11.2	11.0
Female	6.6	6.6	6.9	6.8	6.7	7.9	6.8	6.5	6.5	6.8	6.6	5.3
SEX AND MARITAL STATUS												
Male:												
Single	20.4	16.4	13.4	13.4	14.0	13.9	12.9	14.1	14.2	14.4	13.0	13.0
Married, wife present	40.3	36.9	40.0	40.5	37.2	37.4	42.1	42.0	42.0	41.1	44.2	45.3
Widowed, divorced, separated	5.5	5.2	4.5	4.5	4.8	4.0	4.8	4.8	4.8	4.7	3.9	4.7
Female:												
Single	9.6	8.4	7.6	7.6	7.8	7.9	6.9	6.5	6.5	6.7	6.1	6.3
Married, husband present	26.4	24.4	26.1	25.4	27.3	27.9	24.6	23.7	23.7	23.5	24.7	23.3
Widowed, divorced, separated	9.1	8.6	8.5	8.7	8.9	8.8	8.7	8.8	8.8	9.6	8.1	7.5

Footnotes at end of table.

Table A–26. Nonagricultural Workers on Part Time for Economic Reasons, by Usual Full-Time or Part-Time Status and Selected Characteristics: Annual Averages, 1963–73 [1]—Continued

Item	1973	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963
	Usually work full time [3]—Continued											
INDUSTRY GROUP												
Wage and salary workers	89.1	88.4	89.5	90.3	89.0	90.0	89.2	89.2	89.2	88.7	89.1	88.2
Construction	15.1	15.0	13.5	13.2	12.9	12.4	13.8	15.5	15.5	14.6	15.7	15.5
Manufacturing	32.1	33.2	39.0	42.2	37.8	38.6	40.8	35.6	35.6	37.2	37.6	39.1
Durable goods	12.4	12.8	16.0	18.3	14.8	14.6	19.1	13.8	13.8	14.3	13.4	15.6
Nondurable goods	19.7	20.5	23.0	23.9	23.0	24.0	21.7	21.8	21.9	23.0	24.2	23.5
Transportation and public utilities	5.7	6.1	5.3	5.2	6.0	5.6	5.9	5.3	5.3	6.2	5.5	5.7
Wholesale and retail trade	16.6	15.8	14.0	12.3	13.3	14.1	12.2	14.0	14.1	12.9	11.4	12.1
Finance and service	17.6	16.6	16.1	15.0	16.5	16.7	13.9	16.3	16.3	15.9	16.0	13.3
Other industries [5]	2.1	1.8	1.5	2.3	2.5	2.6	2.5	2.4	2.4	1.8	2.8	2.5
Self-employed and unpaid family workers	10.9	11.5	10.5	9.7	11.0	10.0	10.8	10.8	10.8	11.3	10.9	11.8
	Usually work part time [6]											
Total: Number	1,237	1,327	1,256	995	855	820	853	793	841	1,031	1,151	1,219
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX AND AGE												
Male	39.6	40.4	41.3	40.5	41.2	40.8	41.4	41.9	43.2	45.2	48.1	48.4
Under 18 years	7.8	8.5	6.8	7.9	8.9	8.3	7.3	7.4	10.7	9.1	7.8	7.6
18 to 24 years [4]	13.8	14.8	14.0	12.2	10.5	10.0	10.0	9.7	9.1	10.5	10.3	10.8
25 to 44 years	9.2	8.2	10.1	8.8	8.3	8.3	9.4	9.3	8.8	10.3	12.2	12.3
45 to 64 years	6.9	6.8	8.1	9.1	10.3	10.6	11.4	11.9	11.3	12.5	14.9	14.4
65 years and over	1.8	2.0	2.2	2.6	3.3	3.7	3.3	3.5	3.3	2.8	2.9	3.3
Female	60.4	59.6	58.7	59.5	58.8	59.2	58.6	58.1	56.8	54.8	51.9	51.6
Under 18 years	6.6	6.3	5.5	5.7	6.1	5.7	5.2	4.8	6.5	4.5	4.7	4.6
18 to 24 years [4]	18.3	17.4	16.3	15.4	13.7	13.6	12.7	11.4	10.8	12.3	9.5	8.9
25 to 44 years	17.2	17.6	17.1	17.1	16.9	16.1	17.1	18.1	17.1	16.4	16.5	17.4
45 to 64 years	16.2	16.1	17.4	18.9	19.7	21.4	21.0	21.4	20.2	19.4	18.7	18.4
65 years and over	2.2	2.2	2.4	2.3	2.3	2.3	2.6	2.4	2.3	2.3	2.6	2.4
COLOR AND SEX												
White	80.3	79.0	78.4	74.1	73.1	71.1	67.8	66.3	67.4	65.6	65.3	66.2
Male	32.0	33.1	33.4	31.8	31.5	30.7	29.9	30.2	31.7	32.3	33.0	34.4
Female	48.3	45.9	45.0	42.3	41.6	40.4	37.9	36.1	35.7	33.3	32.3	31.8
Negro and other races	19.7	20.9	21.6	25.9	26.9	28.9	32.2	33.7	32.6	34.4	34.7	33.8
Male	7.6	7.2	7.8	8.9	9.8	10.0	11.6	11.7	11.4	12.8	15.0	14.0
Female	12.1	13.7	13.8	17.0	17.1	18.9	20.6	22.0	21.2	21.6	19.7	19.9
SEX AND MARITAL STATUS												
Male:												
Single	23.1	24.9	22.9	21.7	21.8	20.7	19.4	20.2	22.6	21.6	21.7	20.7
Married, wife present	13.0	12.7	15.1	15.6	15.7	15.6	17.9	17.1	16.2	18.5	20.3	22.0
Widowed, divorced, separated	3.4	2.8	3.3	3.3	3.9	4.5	4.2	4.7	4.4	4.9	6.0	5.7
Female:												
Single	21.3	20.8	18.9	18.6	17.3	16.8	16.1	14.4	15.6	15.6	13.8	12.9
Married, husband present	26.0	25.6	26.5	25.7	26.5	26.7	26.6	25.1	23.7	23.5	22.1	22.9
Widowed, divorced, separated	13.2	13.2	13.2	15.1	14.9	15.7	15.8	18.6	17.6	15.8	16.1	15.8
INDUSTRY GROUP												
Wage and salary workers	92.0	92.2	91.6	91.9	90.8	92.3	90.9	91.9	92.2	91.9	91.5	91.2
Construction	4.9	5.0	6.1	6.2	5.6	5.9	6.2	6.2	6.1	7.1	8.3	8.0
Manufacturing	8.3	6.8	8.6	9.6	8.5	10.1	10.6	7.8	7.6	8.9	9.9	11.2
Durable goods	2.8	1.8	3.2	3.1	2.5	3.2	3.5	2.5	2.5	3.1	3.4	4.1
Nondurable goods	5.5	5.0	5.4	6.5	6.1	7.0	7.0	5.3	5.1	5.8	6.5	7.1
Transportation and public utilities	3.5	3.4	3.6	3.9	3.4	3.2	3.5	4.5	4.4	3.6	4.8	4.1
Wholesale and retail trade	31.9	32.5	30.0	26.5	26.2	25.2	23.8	25.2	25.0	24.2	22.5	22.1
Finance and service	41.3	42.3	41.4	43.4	44.5	45.7	44.7	46.0	47.0	46.5	44.1	44.1
Other industries [5]	2.1	2.3	2.0	2.2	2.6	2.2	2.1	2.3	2.1	1.6	1.9	1.7
Self-employed and unpaid family workers	8.0	7.8	8.4	8.1	9.2	7.7	9.1	8.1	7.8	8.1	8.5	8.8

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[1] Data for 1957-62 were published in the *1970 Manpower Report*.

[2] See footnote 2, table A-24.

[3] Mainly persons who worked less than 35 hours during the survey week because of slack work, job changing during the week, material shortages, etc.

[4] See footnote 4, table A-24.

[5] See footnote 5, table A-24.

[6] Mainly persons who could find only part-time work.

Table B–1. Employment Status of the Population,[1] by Marital Status and Sex, 1947–73

[Numbers in thousands]

Marital status and date	Male						Female					
	Population	Labor force					Population	Labor force				
		Total		Employed	Unemployed			Total		Employed	Unemployed	
		Number	Percent of population		Number	Percent of labor force		Number	Percent of population		Number	Percent of labor force
SINGLE												
April 1947	14,760	9,375	63.5	8,500	849	9.1	12,078	6,181	51.2	5,991	190	3.1
April 1948	14,734	9,440	64.1	8,699	(2)	....	11,623	5,943	51.1	5,697	246	4.1
April 1949	13,952	8,957	64.2	8,048	863	9.6	11,174	5,682	50.9	5,395	287	5.1
March 1950	14,212	8,898	62.6	7,638	1,188	13.4	11,126	5,621	50.5	5,272	349	6.2
April 1951	12,984	8,036	61.9	7,550	427	5.3	10,946	5,430	49.6	5,228	202	3.7
April 1952	12,868	7,836	60.9	7,254	444	5.7	11,068	5,532	50.0	5,360	168	3.0
April 1953	13,000	7,825	60.2	7,347	390	5.0	10,774	5,223	48.5	5,089	130	2.5
April 1954	13,004	7,924	60.9	7,099	697	8.8	11,043	5,412	49.0	5,095	317	5.9
April 1955	13,522	8,276	61.2	7,495	653	7.9	10,962	5,087	46.4	4,865	222	4.4
March 1956	13,516	8,086	59.8	7,400	625	7.7	11,126	5,167	46.4	4,919	248	4.8
March 1957	13,754	7,958	57.9	7,166	716	9.0	11,487	5,378	46.8	5,139	239	4.4
March 1958	14,331	8,174	57.0	6,959	1,122	13.7	11,822	5,365	45.4	5,078	287	5.3
March 1959	14,768	8,416	57.0	7,263	1,083	12.9	11,884	5,162	43.4	4,832	330	6.4
March 1960	15,274	8,473	55.5	7,327	1,067	12.6	12,252	5,401	44.1	5,079	322	6.0
March 1961	15,886	8,837	55.6	7,533	1,246	14.1	12,764	5,663	44.4	5,235	428	7.6
March 1962	15,708	8,121	51.7	7,134	922	11.4	13,134	5,481	41.7	5,096	385	7.0
March 1963	16,361	8,267	50.5	7,059	1,124	13.6	13,692	5,614	41.0	5,218	396	7.1
March 1964	16,968	8,617	50.8	7,428	1,085	12.6	14,132	5,781	40.9	5,366	415	7.2
March 1965	17,338	8,719	50.3	7,765	898	10.3	14,607	5,912	40.5	5,491	421	7.1
March 1966	17,684	8,781	49.7	7,914	799	9.1	14,981	6,106	40.8	5,729	377	6.2
March 1967	17,754	9,001	50.7	8,151	706	7.8	15,311	6,323	41.3	5,958	365	5.8
March 1967[3]	13,987	8,350	59.7	7,553	654	7.8	11,664	5,915	50.7	5,566	349	5.9
March 1968	14,596	8,695	59.6	7,816	707	8.1	12,381	6,357	51.3	5,944	413	6.5
March 1969	14,890	8,797	59.1	8,000	675	7.7	12,689	6,501	51.2	6,093	408	6.3
March 1970	15,722	9,545	60.7	8,552	869	9.1	13,141	6,965	53.0	6,473	492	7.1
March 1971	16,547	9,963	60.2	8,508	1,310	13.1	13,632	7,187	52.7	6,488	699	9.7
March 1972[4]	16,573	10,693	64.5	9,068	1,476	13.8	13,610	7,477	54.9	6,740	737	9.9
March 1973	16,791	11,102	66.1	9,808	1,205	10.9	13,879	7,739	55.8	7,040	699	9.0
MARRIED, SPOUSE PRESENT												
April 1947	33,389	30,927	92.6	29,865	837	2.7	33,458	6,676	20.0	6,502	174	2.6
April 1948	34,289	31,713	92.5	30,563	(2)	....	34,289	7,553	22.0	7,369	184	2.4
April 1949	35,323	32,559	92.2	31,101	1,115	3.4	35,323	7,959	22.5	7,637	322	4.0
March 1950	35,925	32,912	91.6	30,938	1,503	4.6	35,925	8,550	23.8	8,038	512	6.0
April 1951	35,998	32,998	91.7	31,968	480	1.5	35,998	9,086	25.2	8,750	336	3.7
April 1952	36,510	33,482	91.7	32,222	464	1.4	36,510	9,222	25.3	8,946	266	2.9
April 1953	37,106	33,950	91.5	32,540	564	1.7	37,106	9,763	26.3	9,525	236	2.4
April 1954	37,346	34,153	91.5	32,139	1,328	3.9	37,346	9,923	26.6	9,388	535	5.4
April 1955	37,570	34,064	90.7	32,207	1,171	3.4	37,570	10,423	27.7	10,021	402	3.9
March 1956	38,306	34,855	91.0	33,046	1,016	2.9	38,306	11,126	29.0	10,676	450	4.0
March 1957	38,940	35,280	90.6	33,536	1,024	2.9	38,940	11,529	29.6	11,036	493	4.3
March 1958	39,182	35,327	90.2	32,283	2,267	6.4	39,182	11,826	30.2	10,993	833	7.0
March 1959	39,529	35,437	89.6	32,928	1,583	4.5	39,529	12,205	30.9	11,516	689	5.6
March 1960	40,205	35,757	88.9	33,179	1,564	4.4	40,205	12,253	30.5	11,587	666	5.4
March 1961	40,524	36,201	89.3	33,080	2,137	5.9	40,524	13,266	32.7	12,337	929	7.0
March 1962	41,218	36,396	88.3	33,883	1,605	4.4	41,218	13,485	32.7	12,716	769	5.7
March 1963	41,705	36,740	88.1	34,305	1,5[illegible]7	4.3	41,705	14,061	33.7	13,303	758	5.4
March 1964	42,045	36,898	87.8	34,667	1,310	3.6	42,045	14,461	34.4	13,626	835	5.8
March 1965	42,367	37,140	87.7	35,185	1,088	2.9	42,367	14,708	34.7	13,959	749	5.1
March 1966	42,826	37,346	87.2	35,685	888	2.4	42,826	15,178	35.4	14,623	555	3.7
March 1967	43,225	37,596	87.0	35,964	792	2.1	43,225	15,908	36.8	15,189	719	4.5
March 1967[3]	43,225	37,588	87.0	35,963	790	2.1	43,225	15,908	36.8	15,189	719	4.5
March 1968	43,947	38,225	87.0	36,552	787	2.1	43,947	16,821	38.3	16,199	622	3.7
March 1969	44,440	38,623	86.9	37,065	662	1.7	44,440	17,595	39.6	16,947	648	3.7
March 1970	45,055	39,138	86.9	37,103	1,020	2.6	45,055	18,377	40.8	17,497	880	4.8
March 1971	45,443	39,058	85.9	36,620	1,441	3.7	45,443	18,530	40.8	17,445	1,085	5.9
March 1972	46,400	39,654	85.5	37,311	1,326	3.3	46,400	19,249	41.5	18,217	1,032	5.1
March 1973	46,939	39,782	84.8	37,822	1,110	2.8	46,939	19,821	42.2	18,908	913	4.6

Footnotes at end of table.

Table B–1. Employment Status of the Population,[1] by Marital Status and Sex, 1947–73—Continued

[Numbers in thousands]

Marital status and date	Male						Female					
	Population	Labor force					Population	Labor force				
		Total		Employed	Unemployed			Total		Employed	Unemployed	
		Number	Percent of population		Number	Percent of labor force		Number	Percent of population		Number	Percent of labor force
WIDOWED, DIVORCED, SEPARATED												
April 1947	4,201	2,760	65.7	2,546	211	7.6	9,270	3,466	37.4	3,309	157	4.5
April 1948	4,204	2,689	64.0	2,539	(2)	....	9,452	3,659	38.7	3,463	196	5.4
April 1949	4,174	2,545	61.0	2,314	227	8.9	9,505	3,526	37.1	3,324	202	5.7
March 1950	4,149	2,616	63.1	2,301	311	11.9	9,584	3,624	37.8	3,364	260	7.2
April 1951	4,438	2,754	62.1	2,616	121	4.4	10,410	4,086	39.2	3,910	176	4.3
April 1952	4,186	2,602	62.2	2,422	140	5.4	10,456	4,058	38.8	3,928	130	3.2
April 1953	4,678	3,060	65.4	2,870	150	4.9	11,060	4,319	39.0	4,205	112	2.6
April 1954	4,947	3,081	62.3	2,755	318	10.3	11,153	4,391	39.4	4,120	269	6.1
April 1955	4,902	2,976	60.7	2,699	269	9.0	11,718	4,643	39.6	4,398	245	5.3
March 1956	4,922	3,001	61.0	2,737	246	8.2	11,543	4,549	39.4	4,300	249	5.5
March 1957	4,776	2,795	58.5	2,571	211	7.5	11,436	4,617	40.4	4,417	200	4.3
March 1958	4,949	2,903	58.7	2,524	354	12.2	11,780	4,810	40.8	4,474	336	7.0
March 1959	4,961	2,967	59.8	2,651	305	10.3	12,148	5,009	41.2	4,637	372	7.4
March 1960	4,794	2,843	59.3	2,542	279	9.8	12,150	4,861	40.0	4,553	308	6.3
March 1961	4,828	2,829	58.6	2,490	326	11.5	12,559	5,270	42.0	4,841	429	8.1
March 1962	5,203	2,989	57.4	2,629	353	11.9	12,814	5,012	39.1	4,681	331	6.6
March 1963	5,174	2,932	56.7	2,598	322	11.0	12,995	5,000	38.5	4,665	335	6.7
March 1964	5,205	2,933	56.3	2,635	296	9.8	13,326	5,157	38.7	4,794	363	7.0
March 1965	5,438	3,032	55.8	2,724	297	9.8	13,717	5,332	38.9	5,044	288	5.4
March 1966	5,275	2,959	56.1	2,794	160	5.4	14,021	5,536	39.5	5,278	258	4.7
March 1967	5,525	3,027	54.8	2,819	190	6.3	14,551	5,724	39.3	5,473	251	4.4
March 1967 [3]	5,512	3,025	54.9	2,817	190	6.3	14,521	5,722	39.4	5,471	251	4.4
March 1968	5,278	2,816	53.4	2,662	124	4.4	14,351	5,600	39.0	5,325	275	4.9
March 1969	5,501	2,977	54.1	2,842	124	4.2	14,791	5,802	39.2	5,573	229	3.9
March 1970	5,416	2,938	54.2	2,724	192	6.5	15,065	5,891	39.1	5,611	280	4.8
March 1971	5,688	3,129	55.0	2,850	257	8.2	15,505	5,964	38.5	5,582	382	6.4
March 1972 [4]	5,299	3,322	62.7	3,023	274	8.2	15,496	6,213	40.1	5,838	375	6.0
March 1973	5,620	3,515	62.5	3,265	210	6.0	16,032	6,344	39.6	5,977	367	5.8

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[1] Data relate to the civilian population (including institutional) 14 years and over until 1967, 16 and over beginning 1967; beginning 1972, data relate to the civilian noninstitutional population. Male members of the Armed Forces living off post or with their families on post are included in the male population and labor force figures.

[2] Not available.

[3] See footnote 1 concerning raising the lower age limit.

[4] The percent of the population in the labor force is not strictly comparable with the rates for prior years because of the exclusion of the institutional population beginning 1972.

Table B–2. Labor Force Participation Rates,[1] by Marital Status, Sex, and Age, 1947–73

Marital status and date	Male									Female								
	Total [2]	Under 20 years [2]	20 to 24 years	25 to 34 years	35 to 44 years	45 to 64 years			65 years and over	Total [2]	Under 20 years [2]	20 to 24 years	25 to 34 years	35 to 44 years	45 to 64 years			65 years and over
						Total	45 to 54	55 to 64							Total	45 to 54	55 to 64	
SINGLE																		
April 1947	63.5	(3)	(3)	85.0	85.5	79.1	(3)	(3)	40.2	51.2	(3)	(3)	78.2	79.4	66.3	(3)	(3)	22.7
April 1948	64.1	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	51.1	29.3	78.8	81.8	78.1	61.6	(3)	(3)	23.2
April 1949	64.2	45.3	77.1	86.6	85.1	75.1	(3)	(3)	42.1	50.9	28.8	75.8	81.0	80.4	66.8	(3)	(3)	24.3
March 1950	62.6	42.1	78.7	84.1	83.6	74.1	(3)	(3)	41.0	50.5	26.3	74.9	84.6	83.6	70.6	(3)	(3)	23.8
April 1951	61.9	41.7	77.1	84.3	83.0	78.5	(3)	(3)	36.8	49.6	28.4	75.6	82.0	81.7	65.0	(3)	(3)	18.9
April 1952	60.9	40.7	79.2	86.8	83.7	76.6	85.0	66.2	28.2	50.0	28.0	75.9	83.0	78.4	71.9	78.5	63.1	16.4
April 1953	60.2	41.7	75.5	86.1	81.0	74.8	78.1	70.8	30.2	48.5	27.4	76.2	81.3	77.3	68.3	72.9	62.7	23.2
April 1954	60.9	40.8	78.6	89.2	83.2	81.8	84.1	78.6	28.9	49.0	27.5	77.2	88.7	77.0	70.8	76.9	61.1	17.3
April 1955	61.2	39.4	76.5	89.1	82.2	85.7	88.8	83.6	31.6	46.4	24.6	69.6	80.9	81.2	74.8	79.4	69.1	26.0
March 1956	59.8	39.2	75.9	89.7	85.4	76.3	82.0	67.9	25.9	46.4	24.7	72.2	85.5	78.5	70.1	74.7	63.8	24.3
March 1957	57.9	38.9	73.2	86.5	82.9	77.0	83.1	68.9	26.8	46.8	26.8	74.6	79.5	81.9	72.9	78.0	66.7	24.5
March 1958	57.0	36.0	73.9	87.5	82.8	78.1	83.7	72.1	28.9	45.4	24.7	72.9	80.1	79.1	72.4	77.3	66.1	26.7
March 1959	57.0	36.5	75.3	88.2	85.1	75.3	79.7	69.6	25.3	43.4	24.0	72.7	76.4	81.8	71.1	74.4	66.4	20.3
March 1960	55.5	34.4	76.6	85.3	85.3	74.4	77.5	69.7	24.3	44.1	25.3	73.4	79.9	79.7	75.1	80.6	67.0	21.6
March 1961	55.6	34.3	76.3	87.5	86.2	77.5	82.6	69.0	23.0	44.4	26.1	76.5	79.9	77.5	76.0	81.8	68.6	20.8
March 1962	51.7	32.4	73.9	87.0	80.3	73.4	76.0	70.0	24.8	41.7	25.0	70.9	79.8	77.3	71.0	74.1	67.2	17.3
March 1963	50.5	31.7	74.1	85.5	81.0	72.6	75.7	69.0	18.2	41.0	23.6	71.9	81.4	82.5	73.7	79.2	67.6	16.9
March 1964	50.8	33.0	70.6	83.6	82.8	73.9	81.4	64.5	20.3	40.9	23.5	74.0	87.2	83.0	71.3	75.0	67.0	19.2
March 1965	50.3	32.0	72.3	85.3	84.6	72.0	78.5	65.1	18.1	40.5	23.6	72.3	83.4	77.0	71.8	75.7	68.1	21.3
March 1966	49.7	34.5	69.0	85.1	84.8	67.6	71.6	63.0	15.7	40.8	25.5	72.6	80.9	75.4	69.7	73.6	65.6	18.0
March 1967	50.7	35.8	69.8	85.7	84.6	68.3	76.5	61.8	16.2	41.3	27.3	70.3	80.9	74.5	67.8	72.2	63.2	17.3
March 1967 [2]	59.7	46.6	69.8	85.7	84.6	68.3	76.6	61.8	16.2	50.7	37.2	70.3	80.9	74.5	67.8	72.2	63.2	17.3
March 1968	58.6	46.7	67.7	85.2	80.6	67.9	74.8	57.3	15.4	51.3	37.4	68.7	79.8	77.2	70.0	74.9	64.8	18.2
March 1969	59.1	46.9	67.5	84.6	79.2	68.2	76.6	57.8	18.7	51.2	37.1	68.8	80.9	72.3	67.9	72.8	62.8	18.4
March 1970	60.7	49.0	69.0	86.2	82.3	66.6	71.5	60.2	21.0	53.0	39.5	71.1	80.7	73.3	67.8	72.3	63.7	17.6
March 1971	60.2	47.0	68.5	84.4	79.3	69.6	76.8	57.9	21.4	52.7	39.6	69.1	77.6	72.8	69.4	74.1	65.2	17.4
March 1972 [4]	64.5	51.1	73.3	87.5	86.2	71.6	81.2	58.6	24.6	54.9	41.9	69.9	84.7	71.5	71.0	73.0	69.1	19.0
March 1973	66.1	52.6	75.5	87.8	88.4	73.2	78.4	66.9	19.6	55.8	43.6	70.6	81.7	73.8	70.0	73.9	66.5	17.1

Footnotes at end of table.

Table B–2. Labor Force Participation Rates,[1] by Marital Status, Sex, and Age, 1947–73—Continued

Marital status and date	Male									Female								
	Total [1]	Under 20 years [2]	20 to 24 years	25 to 34 years	35 to 44 years	45 to 64 years			65 years and over	Total [2]	Under 20 years [2]	20 to 24 years	25 to 34 years	35 to 44 years	45 to 64 years			65 years and over
						Total [1]	45 to 54	55 to 64							Total	45 to 54	55 to 64	
MARRIED, SPOUSE PRESENT																		
April 1947	92.6	(3)	(3)	97.7	98.8	95.0	(3)	(3)	54.5	20.0	(3)	(3)	19.3	25.8	18.4	(3)	(3)	4.1
April 1948	92.5	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	22.0	21.2	24.9	22.2	27.3	19.4	(3)	(3)	6.1
April 1949	92.2	(3)	94.9	97.7	98.7	94.3	(3)	(3)	51.9	22.5	18.6	24.5	22.7	28.5	20.6	(3)	(3)	5.2
March 1950	91.6	92.6	94.5	97.0	98.8	92.8	(3)	(3)	53.4	23.8	24.0	28.5	23.8	28.5	21.8	(3)	(3)	6.4
April 1951	91.7	96.7	95.6	98.2	98.4	93.5	(3)	(3)	50.9	25.2	17.6	29.1	25.6	30.5	23.7	(3)	(3)	6.5
April 1952	91.7	97.0	97.9	99.0	98.8	93.8	97.1	89.3	47.8	25.3	21.9	25.8	25.4	31.7	24.1	29.0	16.9	5.9
April 1953	91.5	100.0	96.1	98.7	98.8	94.9	97.6	91.0	46.2	26.3	20.8	28.2	25.2	33.6	25.7	30.8	17.6	6.0
April 1954	91.5	91.6	98.0	98.9	99.0	94.9	97.8	90.9	47.1	26.6	20.9	25.6	26.3	33.1	26.9	31.0	20.7	5.4
April 1955	90.7	98.8	94.5	98.8	98.8	93.8	97.4	88.8	44.2	27.7	19.8	29.4	26.0	33.7	29.0	33.9	21.3	7.5
March 1956	91.0	95.5	95.5	98.7	99.2	94.6	97.8	90.1	44.8	29.0	27.6	30.9	26.3	34.3	31.5	36.5	23.5	7.8
March 1957	90.6	97.9	95.9	98.7	98.7	94.4	97.6	90.1	42.4	29.6	24.0	30.2	27.1	35.7	32.2	37.2	24.6	6.3
March 1958	90.2	95.5	96.6	98.7	98.7	94.0	97.2	89.4	40.6	30.2	25.9	30.7	27.4	36.7	32.6	38.2	23.8	6.7
March 1959	89.6	95.7	95.6	98.6	98.9	94.0	97.3	89.3	38.2	30.9	28.1	30.6	28.5	36.9	33.9	40.3	24.0	6.4
March 1960	88.9	96.0	97.5	98.6	98.4	93.0	96.6	87.9	37.1	30.5	25.3	30.0	27.7	36.2	34.2	40.5	24.3	5.9
March 1961	89.3	98.3	97.4	99.0	98.6	93.7	97.0	89.1	37.6	32.7	27.8	32.4	29.2	38.4	37.3	42.4	29.3	7.3
March 1962	88.3	95.2	96.0	98.7	98.6	93.6	97.1	88.8	35.0	32.7	27.5	31.6	29.4	39.0	37.2	42.5	29.0	7.6
March 1963	88.1	97.8	96.5	98.6	93.9	93.6	97.3	88.4	32.3	33.7	29.8	33.2	30.0	39.8	38.9	44.4	30.4	6.4
March 1964	87.8	95.3	96.7	98.5	98.4	93.2	97.4	87.4	31.0	34.4	31.1	36.6	30.6	39.4	39.5	44.8	31.3	7.6
March 1965	87.7	94.3	96.6	98.5	98.2	92.8	96.8	87.1	31.1	34.7	27.0	35.6	32.1	40.6	39.0	44.0	31.4	7.6
March 1966	87.2	91.5	96.9	98.6	98.1	92.5	96.6	86.7	29.8	35.4	34.3	38.1	32.5	41.3	39.5	44.9	31.3	6.8
March 1967	87.0	93.9	96.6	98.5	98.2	92.1	96.6	86.0	28.8	36.8	30.6	41.1	35.0	42.7	40.4	44.9	33.5	6.6
March 1967 [2]	87.0	93.8	96.6	98.5	98.2	92.1	96.6	86.0	28.8	36.8	31.5	41.1	35.0	42.7	40.4	44.9	33.5	6.6
March 1968	86.9	94.7	95.3	98.5	98.4	92.2	96.3	86.8	29.6	38.3	36.3	42.7	36.6	43.9	42.2	46.9	35.1	6.5
March 1969	86.9	95.6	95.0	98.3	98.2	91.6	95.9	86.0	30.9	39.6	35.4	47.9	36.9	45.4	43.1	48.2	35.4	7.6
March 1970	86.9	95.5	95.0	98.2	98.1	91.6	96.1	85.7	30.2	40.8	36.0	47.4	39.3	47.2	44.1	49.5	35.8	7.9
March 1971	85.9	90.9	94.8	97.8	97.9	91.2	96.0	85.1	27.8	40.8	37.0	47.0	39.9	47.6	44.0	48.9	36.7	7.3
March 1972	85.5	93.5	95.2	98.0	97.9	90.6	95.3	84.5	26.6	41.5	39.0	48.5	41.3	48.6	44.2	50.5	35.4	7.3
March 1973	84.8	96.4	95.1	97.4	97.5	89.0	94.8	81.5	26.0	42.2	42.2	52.9	44.1	49.3	42.9	48.2	35.3	6.5
WIDOWED, DIVORCED, SEPARATED																		
April 1947	65.7	(3)	(3)	85.2	89.6	78.8	(3)	(3)	32.8	37.4	(3)	(3)	63.8	67.6	45.4	(3)	(3)	7.6
April 1948	64.0	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	38.7	41.0	57.9	64.7	67.9	48.9	(3)	(3)	8.5
April 1949	60.9	(5)	69.9	78.0	87.1	74.9	(3)	(3)	32.2	37.1	39.7	47.6	59.2	68.4	46.7	(3)	(3)	8.6
March 1950	63.0	(5)	75.0	83.8	83.4	83.1	(3)	(3)	30.2	37.8	(5)	45.5	62.3	65.4	50.2	(3)	(3)	8.8
April 1951	62.1	(5)	81.7	81.8	87.4	77.8	(3)	(3)	27.6	39.3	39.1	45.3	58.7	69.0	51.5	(3)	(3)	9.2
April 1952	62.2	(5)	78.2	81.1	88.2	79.0	79.1	78.9	27.3	38.8	41.0	59.0	63.0	68.7	49.6	61.5	39.5	8.2
April 1953	65.4	(5)	(5)	82.9	92.1	84.2	89.6	79.9	29.2	39.1	47.8	52.9	61.2	67.2	52.4	64.7	42.6	9.1
April 1954	62.3	(5)	82.2	76.3	90.6	78.8	83.7	74.4	22.7	39.4	48.6	47.6	62.7	69.3	52.0	61.8	44.6	9.8
April 1955	60.7	(5)	(5)	80.9	83.5	78.6	85.6	72.7	26.4	39.6	37.3	55.1	60.5	64.6	53.3	64.1	45.1	10.7
March 1956	61.0	(5)	82.8	79.7	86.5	78.0	80.5	75.3	27.2	39.4	35.3	49.5	60.6	66.8	55.8	63.0	50.6	10.2
March 1957	58.5	(5)	85.8	81.2	86.8	76.3	82.8	69.7	24.5	40.4	35.5	53.1	62.1	69.4	56.0	66.4	47.8	12.3
March 1958	58.7	(5)	77.2	79.0	87.1	77.3	80.5	74.5	23.0	40.8	31.8	59.6	62.6	69.9	58.3	68.2	50.9	11.2
March 1959	59.8	(5)	69.2	89.0	87.1	77.2	82.8	72.4	20.8	41.2	34.5	57.6	61.4	65.7	60.3	68.6	53.9	11.0
March 1960	59.3	(5)	88.6	82.3	84.1	78.1	84.3	72.6	18.2	40.0	37.3	54.6	55.5	67.4	58.3	68.2	50.7	11.0
March 1961	58.6	(5)	81.0	81.3	81.6	78.2	83.1	73.1	21.2	42.0	42.3	58.5	61.5	72.2	59.7	69.9	51.5	12.0
March 1962	57.4	(5)	70.7	80.8	85.0	77.4	82.6	71.7	16.7	39.1	34.0	54.7	57.5	63.3	60.2	71.0	52.0	11.2
March 1963	56.7	(5)	71.8	79.0	82.4	77.2	83.4	70.6	16.3	38.5	36.6	58.1	56.5	66.8	59.1	67.8	52.5	9.8
March 1964	56.3	(5)	79.7	82.9	81.5	77.3	82.6	71.8	17.1	38.7	28.7	50.3	60.3	63.7	60.4	70.2	53.1	10.3
March 1965	55.8	(5)	65.0	79.0	82.1	77.2	81.6	72.6	18.8	38.9	35.2	58.6	62.8	65.0	59.8	67.9	53.3	10.0
March 1966	56.1	(5)	85.6	82.4	84.6	75.3	80.5	70.9	14.8	39.5	45.0	55.3	58.5	67.2	61.3	69.0	55.4	10.7
March 1967	54.8	(6)	78.4	81.0	82.6	74.6	81.4	68.0	15.2	39.3	38.7	60.9	62.4	68.9	60.2	69.1	53.5	9.6
March 1967 [2]	54.9	(6)	78.4	81.0	82.6	74.6	81.4	68.0	15.2	39.4	41.1	60.9	62.4	68.9	60.2	69.1	53.5	9.6
March 1968	53.6	(6)	68.4	81.9	85.4	72.4	80.7	64.0	14.0	39.0	51.1	62.0	61.1	68.8	60.4	69.2	54.1	9.5
March 1969	54.1	(6)	72.9	80.7	82.5	73.6	85.1	60.1	14.9	39.2	51.8	62.9	63.5	66.4	60.8	68.5	55.0	10.3
March 1970	54.2	(6)	73.2	74.5	80.6	75.9	83.6	67.8	16.5	39.1	46.5	59.7	65.1	67.9	60.7	69.1	54.6	9.9
March 1971	55.0	(6)	84.6	83.9	80.6	71.0	77.8	63.7	13.0	38.5	44.1	59.9	60.9	67.9	60.2	68.4	53.9	8.9
March 1972 [4]	62.7	(6)	88.4	91.5	91.0	73.9	83.6	64.4	17.0	40.1	44.6	57.6	62.1	71.7	61.1	69.1	54.9	9.8
March 1973	62.5	(6)	90.3	90.6	91.0	76.3	86.3	66.5	14.1	39.6	38.1	57.6	64.0	70.7	60.0	70.0	52.4	9.1

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[1] Percent of population in the labor force. See footnote 1, table B-1.

[2] Prior to the raising of the lower age limit in 1967, the total included persons 14 years and over and the column showing "under 20 years" included persons 14 to 19 years; in accordance with the change introduced in 1967, only persons 16 years and over are included.

[3] Not available.

[4] See footnote 4, table B-1.

[5] Percent not shown where base is less than 100,000.

[6] Percent not shown where base is less than 75,000.

Table B–3. Employment Status of Head in Husband-Wife Families,[1] by Employment Status of Family Members, Selected Dates, 1955–73

Employment status of head and date	Total (thousands)	Percent distribution							
		Total	Family member in labor force						No family member in labor force
			Total	By relationship to head			By employment status		
				Wife only	Wife and other member	Other member only	At least one member employed[2]	All unemployed	
HEAD IN LABOR FORCE[3]									
April 1955	34,064	100.0	39.9	23.9	4.9	11.2	38.2	1.8	60.1
March 1958	34,412	100.0	41.9	26.0	5.4	10.5	38.8	3.0	58.1
March 1959	34,625	100.0	43.3	26.1	6.1	11.2	40.1	3.2	56.7
March 1960	35,041	100.0	45.0	25.8	6.2	11.1	40.1	2.9	57.0
March 1961	35,453	100.0	45.0	27.6	6.6	10.8	41.2	3.8	55.0
March 1962	35,713	100.0	45.0	28.1	6.5	10.4	42.0	3.0	55.0
March 1963	36,079	100.0	46.5	28.7	6.9	10.8	43.3	3.2	53.5
March 1964	36,286	100.0	47.6	28.8	7.6	11.1	44.3	3.3	52.4
March 1965	36,545	100.0	47.4	29.6	7.3	10.5	44.6	2.9	52.6
March 1966	36,763	100.0	48.7	29.8	8.2	10.7	46.2	2.4	51.3
March 1967	37,060	100.0	50.4	30.7	8.8	10.9	47.9	2.5	49.6
March 1968	37,668	100.0	50.7	32.6	8.3	9.8	48.5	2.1	49.3
March 1969	38,144	100.0	51.8	33.4	8.9	9.4	49.8	1.9	48.2
March 1970	38,639	100.0	53.1	34.5	9.3	9.3	50.7	2.5	46.9
March 1971	38,496	100.0	53.5	34.7	9.2	9.6	50.3	3.2	46.5
March 1972	39,116	100.0	54.6	35.1	9.9	9.5	51.6	3.0	45.4
March 1973	39,298	100.0	55.7	36.0	9.8	9.9	53.0	2.7	44.3
HEAD EMPLOYED[3]									
April 1955	32,893	100.0	39.6	23.8	4.8	11.2	38.0	1.6	60.4
March 1958	32,298	100.0	41.4	25.5	5.3	10.5	38.8	2.6	58.6
March 1959	33,149	100.0	43.1	25.8	6.0	11.3	40.1	2.9	56.9
March 1960	33,579	100.0	42.7	25.5	6.1	11.2	40.0	2.7	57.3
March 1961	33,428	100.0	44.6	27.3	6.6	10.8	41.2	3.5	55.4
March 1962	34,185	100.0	44.7	27.8	6.4	10.5	41.9	2.8	55.3
March 1963	34,595	100.0	46.2	28.6	6.9	10.8	43.2	3.0	53.8
March 1964	35,052	100.0	47.3	28.6	7.6	11.2	44.3	3.1	52.7
March 1965	35,512	100.0	47.2	29.4	7.3	10.5	44.5	2.7	52.8
March 1966	35,918	100.0	48.6	29.7	8.1	10.8	46.3	2.3	51.4
March 1967	36,305	100.0	50.3	30.5	8.8	10.9	47.9	2.4	49.7
March 1968	36,945	100.0	50.6	32.5	8.3	9.8	48.6	2.0	49.4
March 1969	37,523	100.0	51.8	33.4	8.9	9.5	49.9	1.9	48.2
March 1970	37,667	100.0	53.1	34.3	9.3	9.4	50.7	2.4	46.9
March 1971	37,146	100.0	53.4	34.5	9.1	9.8	50.4	3.0	46.6
March 1972	37,855	100.0	54.5	34.9	9.9	9.7	51.7	2.8	45.5
March 1973	38,247	100.0	55.7	35.9	9.9	9.9	53.1	2.6	44.3
HEAD UNEMPLOYED									
April 1955	1,171	100.0	48.8	31.3	6.6	10.8	42.4	6.4	51.2
March 1958	2,114	100.0	49.0	32.4	6.9	9.7	39.3	9.7	51.0
March 1959	1,477	100.0	49.0	32.6	7.1	9.3	40.8	8.2	51.0
March 1960	1,462	100.0	49.7	32.1	8.0	9.6	41.7	7.9	50.3
March 1961	2,025	100.0	51.4	34.1	6.5	10.8	41.5	9.9	48.6
March 1962	1,528	100.0	50.9	34.1	8.6	8.3	42.6	8.3	49.0
March 1963	1,484	100.0	53.2	32.3	9.0	11.9	45.7	7.5	46.8
March 1964	1,234	100.0	54.4	36.6	7.7	10.1	44.4	10.0	45.6
March 1965	1,033	100.0	54.6	36.6	7.8	10.3	47.5	7.2	45.4
March 1966	847	100.0	50.1	31.9	10.4	7.8	42.9	7.2	49.9
March 1967	755	100.0	56.3	36.7	9.1	10.5	48.2	8.1	43.7
March 1968	723	100.0	51.7	36.9	7.3	7.5	43.9	7.7	48.3
March 1969	621	100.0	51.7	36.2	8.3	7.2	45.4	6.2	48.3
March 1970	972	100.0	56.1	41.8	7.6	6.7	50.8	5.4	43.9
March 1971	1,350	100.0	57.2	41.2	10.5	5.5	49.1	8.1	42.8
March 1972	1,261	100.0	56.4	40.6	7.5	8.3	47.7	8.7	43.6
March 1973	1,051	100.0	55.6	40.7	7.7	7.1	48.7	6.9	44.4

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[1] The number of men in husband-wife families shown here is smaller than the number shown as married with spouse present in table B-1 because it excludes married couples living in households where a relative is the head.

[2] This category may also include a wife or other member who is unemployed.

[3] Includes members of the Armed Forces living off post or with their families on post.

Table B–4. Labor Force Status and Labor Force Participation Rates[1] of Married Women, Husband Present, by Presence and Age of Children, 1948–73

Date	Total	No children under 18 years	Children 6 to 17 years only	Children under 6 years		
				Total	No children 6 to 17 years	Children 6 to 17 years
	Number in labor force (thousands)					
April 1948	7,553	4,400	1,927	1,226	594	632
April 1949	7,959	4,544	2,130	1,285	654	631
March 1950	8,550	4,946	2,205	1,399	748	651
April 1951	9,086	5,016	2,400	1,670	886	784
April 1952	9,222	5,042	2,492	1,688	916	772
April 1953	9,763	5,130	2,749	1,884	1,047	837
April 1954	9,923	5,096	3,019	1,808	883	925
April 1955	10,423	5,227	3,183	2,012	927	1,086
March 1956	11,126	5,694	3,384	2,048	971	1,077
March 1957	11 529	5,805	3,517	2,208	961	1,247
March 1958	11,826	5,713	3,714	2,399	1,122	1,277
March 1959	12,205	5,679	4,055	2,471	1,118	1,353
March 1960	12,253	5,692	4,087	2,474	1,123	1,351
March 1961	13,266	6,186	4,419	2,661	1,178	1,483
March 1962	13,485	6,156	4,445	2,884	1,282	1,602
March 1963	14,061	6,366	4,689	3,006	1,346	1,660
March 1964	14,461	6,545	4,866	3,050	1,408	1,642
March 1965	14,708	6,755	4,836	3,117	1,404	1,709
March 1966	15,178	7,043	4,949	3,186	1,431	1,755
March 1967	15,908	7,158	5,269	3,480	1,629	1,851
March 1968	16,821	7,564	5,693	3,564	1,641	1,923
March 1969	17,595	7,853	6,146	3,596	1,756	1,840
March 1970	18,377	8,174	6,289	3,914	1,874	2,040
March 1971	18,530	8,432	6,424	3,674	1,862	1,812
March 1972	19,249	8,797	6,706	3,746	2,014	1,732
March 1973	19,821	9,107	6,658	4,056	2,268	1,788
	Labor force participation rate					
April 1948	22.0	28.4	26.0	10.8	9.2	12.7
April 1949	22.5	28.7	27.3	11.0	10.0	12.2
March 1950	23.8	30.3	28.3	11 9	11.2	12.6
April 1951	25.2	31.0	30.3	14.0	13.6	14.6
April 1952	25.3	30.9	31.1	13.9	13.7	14.1
April 1953	26.3	31.2	32.2	15.5	15.8	15.2
April 1954	26.6	31.6	33.2	14.9	14.3	15.5
April 1955	27.7	32.7	34.7	16.2	15.1	17.3
March 1956	29.0	35.3	36.4	15.9	15.6	16.1
March 1957	29.6	35.6	36.6	17.0	15.9	17.9
March 1958	30.2	35.4	37.6	18.2	18.4	18.1
March 1959	30.9	35.2	39.8	18.7	18.3	19.0
March 1960	30.5	34.7	39.0	18.6	18.2	18.9
March 1961	32.7	37.3	41.7	20.0	19.6	20.3
March 1962	32.7	36.1	41.8	21.3	21.1	21.5
March 1963	33.7	37.4	41.5	22.5	22.4	22.5
March 1964	34.4	37.8	43.0	22.7	23.6	21.9
March 1965	34.7	38.3	42.7	23.3	23.8	22.8
March 1966	35.4	38.4	43.7	24.2	24.0	24.3
March 1967	36.8	38.9	45.0	26.5	26.9	26.2
March 1968	38.3	40.1	46.9	27.6	27.8	27.4
March 1969	39.6	41.0	48.6	28.5	29.3	27.8
March 1970	40.8	42.2	49.2	30.3	30.2	30.5
March 1971	40.8	42.1	49.4	29.6	30.0	29.3
March 1972	41.5	42.7	50.2	30.1	31.1	29.1
March 1973	42.2	42.8	50.1	32.7	34.3	30.9

[1] Percent of civilian noninstitutional population in the labor force.

Table B–5. Employed Married Women, Husband Present, by Occupation Group, 1947–73

Date	All occupation groups		Professional and technical	Farmers and farm managers	Managers and administrators exc. farm	Sales workers	Clerical workers	Craft and kindred workers	Operatives	Private household workers	Other service workers	Farm laborers and supervisors	Nonfarm laborers
	Number (thousands)	Percent											
April 1947	6,502	100.0	7.9	1.9	6.5	8.7	21.2	1.1	25.6	8.4	11.2	7.1	0.5
April 1948	7,369	100.0	7.7	1.8	7.2	32.0		1.3	24.6	17.7		7.2	.3
April 1949	7,637	100.0	8.3	1.5	6.9	32.4		1.1	22.0	18.7		8.6	.5
March 1950	8,038	100.0	9.5	1.0	7.0	32.4		1.2	23.1	20.2		5.2	.4
April 1951	8,750	100.0	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
April 1952	8,946	100.0	9.7	.7	6.6	8.8	25.8	1.3	23.0	6.8	11.2	5.4	.7
April 1953	9,525	100.0	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
April 1954	9,388	100.0	11.2	.5	6.1	9.2	24.4	1.5	22.4	5.9	13.2	5.3	.4
April 1955	10,021	100.0	10.5	.7	4.6	9.4	25.4	1.3	21.8	6.3	12.8	6.6	.6
March 1956	10,676	100.0	10.4	.6	5.6	9.6	27.6	1.4	19.0	6.9	13.2	5.1	.5
March 1957	11,036	100.0	10.7	.4	6.1	8.4	28.4	1.2	19.1	7.4	13.0	4.6	.5
March 1958	10,995	100.0	12.1	.3	5.6	8.9	28.3	1.3	18.0	7.4	14.0	3.8	.6
March 1959	11,516	100.0	12.8	.4	5.9	8.7	27.7	1.1	17.9	6.3	14.9	3.9	.5
March 1960	11,587	100.0	13.0	.2	5.0	8.4	28.3	1.0	18.6	6.2	15.9	3.1	.4
March 1961	12,337	100.0	12.9	.5	5.3	9.2	29.3	1.1	16.7	6.3	14.7	3.5	.3
March 1962	12,716	100.0	14.2	.4	5.7	8.7	30.6	1.2	15.6	6.0	14.4	2.7	.5
March 1963	13,303	100.0	13.4	.4	5.2	8.4	30.3	1.3	16.4	5.8	15.6	2.7	.4
March 1964	13,626	100.0	13.3	.3	5.6	8.2	30.2	1.2	17.3	5.5	15.8	2.2	.4
March 1965	13,959	100.0	14.7	.2	4.7	8.1	30.2	1.3	17.5	5.1	15.5	2.3	.5
March 1966	14,623	100.0	14.0	.4	4.8	7.8	31.4	1.3	17.2	5.1	15.5	2.1	.5
March 1967	15,189	100.0	14.6	.2	4.7	7.9	32.1	1.2	17.6	4.3	15.2	1.9	.3
March 1968	16,199	100.0	15.1	.3	4.9	7.1	32.2	1.2	17.5	4.2	15.1	1.9	.4
March 1969	16,947	100.0	15.0	.2	4.6	7.2	33.3	1.2	16.6	3.6	16.0	1.9	.4
March 1970	17,497	100.0	15.4	.2	4.7	7.1	33.6	1.3	16.3	3.5	16.0	1.6	.3
March 1971	17,445	100.0	16.0	.2	5.1	7.4	33.2	1.2	14.3	3.4	16.7	1.3	1.0
March 1972	18,217	100.0	16.1	.3	4.9	7.0	33.9	1.3	14.4	3.0	16.7	1.5	.7
March 1973	18,908	100.0	16.1	.3	5.2	7.2	34.1	1.5	15.1	2.6	16.0	1.3	.7

[1] Not available.

NOTE: Beginning 1971, occupational data are not strictly comparable with statistics for earlier years, as a result of changes in the occupational classification system for the 1970 Census of Population that were introduced into the Current Population Survey in 1971. For further explanation, see the Note on Historic Comparability of Labor Force Statistics at the beginning of the Statistical Appendix.

Table B–6. Labor Force Status of the Civilian Noninstitutional Population 14 to 24 Years Old, by School Enrollment, Sex, and Age, October of 1947–72

School enrollment and year	Both sexes, 14 to 24 years	Male						Female					
		Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years	Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years
			Total	14 and 15	16 and 17				Total	14 and 15	16 and 17		
	Population (thousands)												
ENROLLED													
1947	8,927	4,898	3,364	(1)	(1)	587	947	4,029	3,373	(1)	(1)	420	236
1948	9,061	5,015	3,436	(1)	(1)	682	898	4,046	3,388	(1)	(1)	452	206
1949	8,846	4,866	3,447	(1)	(1)	593	827	3,981	3,331	(1)	(1)	435	215
1950	9,189	4,982	3,568	(1)	(1)	680	733	4,207	3,420	(1)	(1)	519	268
1951	9,036	4,750	3,614	(1)	(1)	534	602	4,286	3,602	(1)	(1)	440	244
1952	9,406	5,000	3,758	(1)	(1)	612	630	4,406	3,682	(1)	(1)	450	274
1953	9,700	5,122	3,844	2,214	1,630	642	636	4,579	3,695	2,145	1,550	538	346
1954	10,052	5,410	4,002	2,232	1,770	730	677	4,642	3,782	2,145	1,637	538	322
1955	10,212	5,534	4,096	2,285	1,811	752	686	4,677	3,873	2,231	1,642	480	324
1956	11,013	5,915	4,276	2,482	1,794	809	830	5,098	4,138	2,404	1,734	598	362
1957	11,812	6,323	4,646	2,729	1,917	780	897	5,489	4,421	2,599	1,822	629	439
1958	12,317	6,667	4,854	2,751	2,103	898	915	5,651	4,591	2,664	1,927	667	393
1959	12,719	6,849	5,039	2,716	2,323	918	892	5,870	4,796	2,603	2,193	683	391
1960	13,409	7,247	5,248	2,878	2,370	1,063	936	6,162	4,994	2,763	2,231	754	414
1961	14,582	7,863	5,705	3,394	2,311	1,170	988	6,719	5,458	3,227	2,231	782	479
1962	15,609	8,421	6,032	3,576	2,456	1,212	1,177	7,188	5,708	3,422	2,286	932	548
1963	16,592	8,947	6,402	3,466	2,936	1,180	1,365	7,645	6,115	3,347	2,768	881	649
1964	17,258	9,228	6,658	3,479	3,179	1,238	1,332	8,030	6,356	3,353	3,003	958	716
1965	18,323	9,861	6,613	3,546	3,067	1,689	1,559	8,462	6,420	3,434	2,986	1,241	801
1966	19,016	10,278	6,770	3,640	3,130	1,841	1,667	8,738	6,523	3,526	2,997	1,335	880
1967	19,663	10,471	6,973	3,738	3,235	1,636	1,862	9,192	6,663	3,635	3,028	1,390	1,139
1968	20,422	10,957	7,200	3,837	3,363	1,891	1,866	9,465	6,919	3,727	3,192	1,424	1,122
1969	21,184	11,332	7,375	3,923	3,452	1,886	2,071	9,852	7,078	3,819	3,259	1,465	1,309
1970	21,479	11,414	7,531	3,994	3,537	1,822	2,061	10,065	7,267	3,878	3,389	1,502	1,296
1971	22,307	11,875	7,719	4,080	3,639	1,939	2,217	10,432	7,426	3,963	3,463	1,617	1,389
1972	22,420	11,896	7,796	4,121	3,675	1,856	2,244	10,524	7,474	3,978	3,496	1,600	1,450
NOT ENROLLED													
1947	15,330	6,808	900	(1)	(1)	1,282	4,626	8,521	855	(1)	(1)	1,848	5,818
1948	14,906	6,606	759	(1)	(1)	1,306	4,542	8,299	760	(1)	(1)	1,770	5,770
1949	14,782	6,574	729	(1)	(1)	1,286	4,558	8,208	797	(1)	(1)	1,748	5,664
1950	14,159	6,291	659	(1)	(1)	1,224	4,408	7,868	735	(1)	(1)	1,613	5,520
1951	13,034	5,340	628	(1)	(1)	1,114	3,598	7,694	628	(1)	(1)	1,626	5,440
1952	12,310	4,776	642	(1)	(1)	1,032	3,102	7,534	652	(1)	(1)	1,590	5,292
1953	11,731	4,442	585	83	502	1,063	2,795	7,289	652	75	577	1,542	5,094
1954	11,696	4,436	508	90	418	1,067	2,861	7,260	644	103	541	1,580	5,035
1955	11,980	4,655	526	103	423	1,018	3,111	7,326	674	90	584	1,655	4,997
1956	11,833	4,706	524	74	450	984	3,198	7,127	602	80	522	1,587	4,938
1957	11,917	4,794	455	57	398	1,021	3,318	7,123	612	102	510	1,611	4,900
1958	12,208	4,935	495	89	406	994	3,446	7,273	651	86	565	1,599	5,023
1959	12,613	5,240	479	61	418	1,097	3,664	7,373	594	80	514	1,655	5,124
1960	12,995	5,428	496	61	435	1,158	3,774	7,567	603	66	537	1,758	5,206
1961	13,465	5,638	485	67	418	1,237	3,916	7,827	570	93	477	1,950	5,307
1962	13,304	5,409	409	45	364	1,154	3,846	7,895	611	95	516	1,831	5,453
1963	13,572	5,495	395	46	349	1,135	3,965	8,077	563	67	496	1,847	5,667
1964	14,163	5,857	397	34	363	1,196	4,264	8,306	567	62	505	1,884	5,855
1965	14,435	5,887	455	35	420	1,351	4,081	8,548	496	44	452	2,048	6,004
1966	14,688	5,781	398	47	351	1,346	4,037	8,907	500	56	444	2,202	6,205
1967	14,904	5,889	389	66	323	1,272	4,228	9,015	532	67	465	2,061	6,422
1968	15,125	5,870	376	71	305	1,242	4,252	9,255	489	83	406	2,031	6,735
1969	15,550	6,084	390	75	315	1,288	4,406	9,466	527	72	455	2,040	6,899
1970	16,793	6,912	410	72	338	1,527	4,975	9,881	512	77	435	2,107	7,262
1971	17,390	7,317	380	52	328	1,564	5,373	10,073	503	62	441	2,111	7,459
1972	18,514	8,104	495	96	399	1,774	5,835	10,410	595	100	495	2,232	7,583
	Labor force (thousands)												
ENROLLED													
1947	(1)	(1)	744	(1)	(1)	149	(1)	(1)	393	(1)	(1)	89	(1)
1948	1,855	1,265	833	(1)	(1)	190	241	590	478	(1)	(1)	65	48
1949	1,877	1,197	775	(1)	(1)	163	258	680	502	(1)	(1)	106	72
1950	2,421	1,575	1,066	(1)	(1)	245	264	846	614	(1)	(1)	144	87
1951	2,290	1,428	1,012	(1)	(1)	172	244	862	656	(1)	(1)	126	80
1952	1,980	1,310	946	(1)	(1)	192	172	670	512	(1)	(1)	76	82
1953	1,888	1,226	855	382	473	206	165	662	474	197	277	96	92
1954	2,332	1,496	1,031	462	569	200	265	836	592	203	389	126	118
1955	2,706	1,801	1,185	510	675	330	286	905	634	282	352	135	136
1956	3,007	1,894	1,193	547	646	319	382	1,113	774	310	464	162	177
1957	3,161	1,990	1,276	582	694	299	415	1,171	795	310	485	167	209
1958	3,116	2,037	1,276	514	762	309	452	1,079	717	285	432	211	151
1959	3,373	2,128	1,353	574	779	330	445	1,245	872	357	515	196	177
1960	3,390	2,171	1,386	580	806	371	414	1,219	841	336	505	210	168
1961	3,551	2,223	1,352	617	735	382	489	1,328	900	439	461	235	193
1962	3,872	2,481	1,437	651	786	423	621	1,391	940	413	527	203	248
1963	4,220	2,711	1,597	608	989	433	681	1,509	1,007	348	659	253	249
1964	4,315	2,732	1,646	612	1,034	446	640	1,583	1,071	388	683	241	271
1965	5,075	3,213	1,838	698	1,140	611	764	1,862	1,185	410	775	360	317
1966	5,284	3,276	1,808	604	1,204	690	778	2,008	1,218	407	811	447	348
1967	5,842	3,544	1,967	643	1,324	656	921	2,298	1,367	525	842	433	493
1968	6,167	3,808	2,042	717	1,325	811	955	2,359	1,417	508	909	453	489
1969	6,750	3,966	2,074	664	1,410	821	1,071	2,784	1,606	516	1,090	537	641
1970	6,815	3,885	2,079	704	1,375	750	1,056	2,930	1,710	576	1,134	566	654
1971	7,218	4,300	2,302	840	1,462	835	1,163	2,918	1,661	577	1,084	598	659
1972	7,376	4,265	2,228	753	1,475	843	1,194	3,111	1,795	624	1,171	592	724

Footnotes at end of table.

Table B–6. Labor Force Status of the Civilian Noninstitutional Population 14 to 24 Years Old, by School Enrollment, Sex, and Age, October of 1947–72—Continued

School enrollment and year	Both sexes, 14 to 24 years	Male						Female					
		Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years	Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years
			Total	14 and 15	16 and 17				Total	14 and 15	16 and 17		
	Labor force (thousands)—Continued												
NOT ENROLLED													
1947	(1)	(1)	808	(1)	(1)	1,199	(1)	(1)	464	(1)	(1)	1,128	(1)
1948	10,421	6,304	680	(1)	(1)	1,248	4,376	4,117	422	(1)	(1)	1,040	2,655
1949	10,306	6,181	625	(1)	(1)	1,214	4,342	4,125	399	(1)	(1)	1,062	2,664
1950	10,049	5,958	578	(1)	(1)	1,172	4,209	4,091	380	(1)	(1)	979	2,732
1951	8,920	5,064	512	(1)	(1)	1,058	3,494	3,856	296	(1)	(1)	984	2,576
1952	8,194	4,438	566	(1)	(1)	960	2,912	3,756	330	(1)	(1)	960	2,446
1953	7,823	4,204	500	65	434	1,019	2,685	3,620	311	23	288	959	2,350
1954	7,691	4,044	407	52	355	955	2,682	3,647	257	29	228	957	2,433
1955	8,155	4,400	428	54	374	965	3,007	3,755	299	23	276	1,025	2,431
1956	8,073	4,390	422	40	382	892	3,076	3,683	282	23	259	959	2,442
1957	7,975	4,507	362	31	331	947	3,198	3,467	240	16	225	993	2,234
1958	8,296	4,643	399	56	343	924	3,320	3,653	284	26	258	949	2,420
1959	8,530	4,931	366	31	335	1,019	3,546	3,599	250	20	230	951	2,398
1960	8,913	5,124	383	27	356	1,075	3,666	3,789	297	24	273	1,060	2,432
1961	9,230	5,228	353	32	321	1,115	3,760	4,002	263	20	243	1,173	2,566
1962	9,149	5,071	304	26	278	1,065	3,702	4,078	235	12	223	1,130	2,713
1963	9,314	5,158	293	20	273	1,061	3,804	4,156	227	10	217	1,133	2,796
1964	9,892	5,490	273	10	263	1,100	4,117	4,402	233	18	215	1,135	3,034
1965	10,131	5,518	356	14	342	1,232	3,930	4,613	205	11	194	1,297	3,111
1966	10,333	5,414	276	18	258	1,192	3,946	4,919	208	12	196	1,385	3,326
1967	10,534	5,454	264	20	244	1,118	4,072	5,080	208	14	200	1,311	3,555
1968	10,637	5,336	240	23	217	1,091	4,005	5,301	175	17	158	1,278	3,848
1969	11,207	5,597	264	17	247	1,136	4,197	5,610	218	12	206	1,346	4,046
1970	12,208	6,317	285	29	256	1,324	4,708	5,891	189	10	179	1,342	4,360
1971	12,729	6,701	262	21	241	1,386	5,053	6,028	206	10	196	1,292	4,530
1972	13,921	7,455	326	25	301	1,592	5,537	6,466	248	16	232	1,463	4,755
	Labor force participation rate [2]												
ENROLLED													
1947	(1)	(1)	22.1	(1)	(1)	25.4	(1)	(1)	11.7	(1)	(1)	21.2	(1)
1948	20.5	25.2	24.2	(1)	(1)	27.9	26.8	14.6	14.1	(1)	(1)	14.4	23.3
1949	21.2	24.6	22.5	(1)	(1)	27.5	31.2	17.1	15.1	(1)	(1)	24.4	33.5
1950	26.3	31.6	29.9	(1)	(1)	36.0	36.0	20.1	18.0	(1)	(1)	27.7	32.5
1951	25.3	30.0	28.0	(1)	(1)	32.2	40.5	20.1	18.2	(1)	(1)	28.6	32.8
1952	21.0	26.2	25.2	(1)	(1)	31.4	27.3	13.9	13.9	(1)	(1)	16.9	29.9
1953	19.5	23.9	22.2	17.3	29.0	32.1	25.9	14.5	12.8	9.2	17.9	17.8	26.6
1954	23.2	27.7	25.8	20.7	31.2	27.4	39.1	18.0	15.7	9.5	23.8	23.4	36.6
1955	26.5	32.5	28.9	22.3	37.3	43.9	41.7	19.4	16.4	12.6	21.4	28.1	42.0
1956	27.3	32.0	27.9	22.0	36.0	39.4	46.0	21.8	18.7	12.9	26.8	27.1	48.9
1957	26.8	31.5	27.5	21.3	36.2	38.3	46.3	21.3	18.0	11.9	26.6	26.6	47.6
1958	25.3	30.6	26.3	18.7	36.2	34.4	49.4	19.1	15.6	10.7	22.4	31.6	38.4
1959	26.5	31.1	26.9	21.1	33.5	35.9	49.9	21.2	18.2	13.7	23.5	28.7	45.3
1960	25.3	30.0	26.4	20.2	34.0	34.9	44.2	19.8	16.8	12.2	22.6	27.9	40.6
1961	24.4	28.3	23.7	18.2	31.8	32.6	49.5	19.8	16.5	13.6	20.7	30.1	40.3
1962	24.8	29.5	23.8	18.2	32.0	34.9	52.8	19.4	16.5	12.1	23.1	21.8	45.3
1963	25.4	30.3	24.9	17.5	33.7	36.7	49.9	19.7	16.5	10.4	23.8	28.7	38.4
1964	25.0	29.6	24.7	17.6	32.5	36.0	48.0	19.7	16.8	11.6	22.7	25.2	37.8
1965	27.7	32.6	27.8	19.7	37.2	36.2	49.0	22.0	18.5	11.9	28.0	29.0	39.6
1966	27.8	31.9	26.7	16.6	38.5	37.5	46.7	23.0	18.7	11.5	27.1	33.5	39.0
1967	29.7	33.8	28.2	17.2	40.9	40.1	49.5	25.0	20.5	14.4	27.8	31.2	43.7
1968	30.2	34.8	28.4	18.7	39.4	42.9	51.2	24.9	20.5	13.6	28.5	31.8	43.6
1969	31.9	35.0	28.1	16.9	40.8	43.5	51.7	28.3	22.7	13.5	33.4	36.7	49.0
1970	31.7	34.0	27.6	17.6	38.9	41.2	51.2	29.1	23.5	14.9	33.5	37.7	50.5
1971	32.4	36.2	29.8	20.6	40.2	43.1	52.5	28.0	22.4	14.6	31.3	37.0	47.4
1972	32.9	35.9	28.6	18.3	40.1	45.4	53.2	29.6	24.0	15.7	33.5	37.0	49.9
NOT ENROLLED													
1947	(1)	(1)	89.8	(1)	(1)	93.5	(1)	(1)	54.3	(1)	(1)	61.0	(1)
1948	69.9	95.4	89.6	(1)	(1)	95.6	96.3	49.6	55.5	(1)	(1)	58.8	46.0
1949	69.7	94.0	85.7	(1)	(1)	94.4	95.3	50.2	50.1	(1)	(1)	60.8	47.0
1950	71.0	94.7	87.7	(1)	(1)	95.8	95.5	52.0	51.7	(1)	(1)	60.7	49.8
1951	68.4	94.8	81.5	(1)	(1)	95.0	97.1	50.1	47.1	(1)	(1)	60.5	47.4
1952	66.6	92.9	88.2	(1)	(1)	93.0	93.9	49.9	53.7	(1)	(1)	60.4	46.2
1953	66.7	94.6	85.5	(3)	86.5	95.9	96.1	49.7	47.7	(3)	49.9	62.2	46.1
1954	65.8	91.2	80.1	(3)	84.9	89.5	93.7	50.2	39.9	(3)	42.1	60.6	48.3
1955	68.1	94.5	81.4	(3)	88.4	94.8	96.7	51.3	44.4	(3)	47.3	61.9	48.6
1956	68.2	93.3	80.5	(3)	84.9	90.7	96.2	51.7	46.8	(3)	49.6	60.4	49.5
1957	66.9	94.0	79.6	(3)	83.2	92.8	96.4	48.7	39.2	(3)	44.1	61.6	45.6
1958	68.0	94.1	80.6	(3)	84.5	93.0	96.3	50.2	43.6	(3)	45.7	59.3	48.2
1959	67.6	94.1	76.4	(3)	80.1	92.9	96.8	48.8	42.1	(3)	44.7	57.5	46.8
1960	68.6	94.4	77.2	(3)	81.8	92.8	97.1	50.1	49.3	(3)	50.8	60.3	46.7
1961	68.5	92.7	72.8	(3)	76.8	90.1	96.0	51.1	46.1	(3)	50.9	60.2	48.4
1962	68.8	93.8	74.3	(3)	76.4	92.3	96.3	51.7	38.5	(3)	43.2	61.7	49.8
1963	68.6	93.9	74.2	(3)	78.2	93.5	95.9	51.5	40.3	(3)	43.8	61.3	49.3
1964	69.8	93.7	68.8	(3)	72.5	92.0	96.6	53.0	41.1	(3)	42.6	60.2	51.8
1965	70.2	93.7	78.2	(3)	81.4	[illegible]	[illegible]	54.0	41.3	(3)	42.9	63.3	51.8
1966	70.3	93.7	69.3	(3)	73.5	88.6	97.7	55.2	41.6	(3)	44.1	62.9	53.6
1967	70.7	92.6	67.9	(4)	75.5	87.9	96.3	56.4	40.2	(4)	43.0	63.6	55.4
1968	70.3	90.9	63.8	(4)	71.1	87.8	94.2	57.3	35.8	20.5	36.9	62.9	57.1
1969	72.1	92.0	67.7	22.7	78.4	88.2	95.3	59.3	41.4	(4)	45.3	66.0	58.6
1970	72.7	91.4	69.5	(4)	75.7	86.7	94.6	59.6	36.9	13.0	41.1	63.7	60.0
1971	73.2	91.6	68.9	(4)	73.5	88.6	94.0	59.8	41.0	(4)	44.4	61.2	60.7
1972	75.2	92.0	65.9	26.0	75.4	89.7	94.9	62.1	41.7	16.0	46.9	65.5	62.7

[1] Not available.

[2] Percent of the civilian noninstitutional population in the civilian labor force.

[3] Percent not shown where base is less than 100,000.

[4] Percent not shown where base is less than 75,000.

NOTE: Because the number of 14- to 15-year-olds who are not enrolled in school is very small, the sampling variability for this group is relatively high.

Table B–7. Employment Status of the Civilian Noninstitutional Population 14 to 24 Years Old, by School Enrollment, Sex, and Age, October of 1947–72

School enrollment and year	Both sexes, 14 to 24 years	Male						Female					
		Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years	Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years
			Total	14 and 15	16 and 17				Total	14 and 15	16 and 17		
	Employed (thousands)												
ENROLLED													
1947	1, 600	1, 090	724	(1)	(1)	141	225	510	381	(1)	(1)	84	45
1948	1, 794	1, 219	814	(1)	(1)	182	223	575	468	(1)	(1)	61	46
1949	1, 761	1, 113	724	(1)	(1)	156	234	648	477	(1)	(1)	105	67
1950	2, 331	1, 522	1, 028	(1)	(1)	232	262	809	585	(1)	(1)	139	86
1951	2, 208	1, 370	968	(1)	(1)	166	236	838	638	(1)	(1)	124	76
1952	1, 914	1, 266	910	(1)	(1)	186	170	648	492	(1)	(1)	74	82
1953	1, 822	1, 179	815	375	440	201	163	643	467	197	270	89	87
1954	2, 206	1, 396	964	441	523	187	245	810	573	199	374	121	116
1955	2, 556	1, 760	1, 124	491	633	297	279	856	598	263	335	124	134
1956	2, 856	1, 792	1, 131	530	601	299	362	1, 064	733	306	427	158	173
1957	2, 983	1, 869	1, 202	556	646	275	392	1, 114	750	298	452	161	203
1958	2, 886	1, 866	1, 171	475	696	281	414	1, 020	677	280	397	198	145
1959	3, 145	1, 971	1, 250	549	701	299	422	1, 174	818	347	471	185	171
1960	3, 150	2, 006	1, 278	561	717	332	396	1, 144	783	326	457	197	164
1961	3, 255	2, 025	1, 211	571	640	343	471	1, 230	831	423	408	216	183
1962	3, 562	2, 282	1, 317	617	700	382	583	1, 280	870	392	478	181	229
1963	3, 841	2, 485	1, 446	580	866	393	646	1, 356	904	320	584	223	229
1964	3, 933	2, 508	1, 501	571	930	408	599	1, 425	961	379	582	215	249
1965	4, 652	2, 920	1, 657	656	1, 001	536	727	1, 732	1, 111	403	708	326	295
1966	4, 914	3, 044	1, 657	564	1, 093	634	753	1, 870	1, 134	395	739	404	332
1967	5, 244	3, 150	1, 692	556	1, 136	582	876	2, 094	1, 251	500	751	383	460
1968	5, 616	3, 457	1, 808	641	1, 167	737	912	2, 159	1, 293	485	808	404	462
1969	6, 049	3, 583	1, 846	618	1, 228	739	998	2, 466	1, 399	469	930	466	601
1970	5, 967	3, 371	1, 775	627	1, 148	635	961	2, 596	1, 488	534	954	488	620
1971	6, 298	3, 740	1, 942	753	1, 189	735	1, 063	2, 558	1, 437	523	914	517	604
1972	6, 472	3, 752	1, 903	657	1, 246	747	1, 102	2, 720	1, 544	566	978	505	671
NOT ENROLLED													
1947	10, 161	6, 009	719	(1)	(1)	1, 110	4, 180	4, 152	422	(1)	(1)	1, 074	2, 656
1948	9, 903	5, 969	627	(1)	(1)	1, 154	4, 187	3, 934	392	(1)	(1)	993	2, 548
1949	9, 221	5, 466	521	(1)	(1)	1, 068	3, 878	3, 754	349	(1)	(1)	948	2, 457
1950	9, 527	5, 679	515	(1)	(1)	1, 100	4, 064	3, 848	342	(1)	(1)	904	2, 601
1951	8, 532	4, 864	474	(1)	(1)	1, 010	3, 380	3, 668	264	(1)	(1)	924	2, 480
1952	7, 800	4, 230	506	(1)	(1)	924	2, 800	3, 570	316	(1)	(1)	894	2, 360
1953	7, 499	4, 033	442	63	379	971	2, 620	3, 466	278	21	258	909	2, 279
1954	7, 070	3, 702	343	44	299	892	2, 467	3, 368	206	25	181	862	2, 300
1955	7, 651	4, 141	357	52	305	908	2, 876	3, 510	270	21	249	951	2, 289
1956	7, 593	4, 135	360	31	329	845	2, 930	3, 458	255	18	237	893	2, 310
1957	7, 399	4, 135	304	24	280	844	2, 987	3, 264	209	16	193	933	2, 122
1958	7, 368	4, 073	303	48	255	771	2, 999	3, 295	222	22	200	845	2, 228
1959	7, 702	4, 445	277	28	249	865	3, 303	3, 257	212	17	195	826	2, 219
1960	8, 017	4, 604	312	21	291	898	3, 394	3, 413	237	16	221	922	2, 254
1961	8, 199	4, 660	276	24	252	945	3, 439	3, 539	213	19	194	1, 003	2, 323
1962	8, 275	4, 616	258	22	236	927	3, 431	3, 659	193	12	181	991	2, 475
1963	8, 292	4, 677	234	17	217	904	3, 539	3, 615	152	10	142	964	2, 499
1964	8, 930	5, 006	234	10	224	954	3, 818	3, 924	174	15	159	961	2, 789
1965	9, 359	5, 169	300	14	286	1, 104	3, 765	4, 190	159	11	148	1, 119	2, 912
1966	9, 585	5, 131	225	17	208	1, 092	3, 814	4, 454	153	10	143	1, 210	3, 091
1967	9, 661	5, 117	208	14	194	998	3, 911	4, 544	166	10	156	1, 100	3, 278
1968	9, 835	5, 012	201	17	184	987	3, 824	4, 823	133	16	117	1, 113	3, 577
1969	10, 383	5, 257	223	14	209	1, 035	3, 999	5, 126	160	9	151	1, 198	3, 768
1970	10, 875	5, 613	209	26	183	1, 137	4, 267	5, 262	136	9	127	1, 122	4, 004
1971	11, 331	5, 986	198	17	181	1, 184	4, 604	5, 345	143	6	137	1, 076	4, 126
1972	12, 446	6, 744	254	23	231	1, 403	5, 087	5, 702	188	15	173	1, 240	4, 274
	Unemployed (thousands)												
ENROLLED													
1947	(1)	(1)	20	(1)	(1)	8	(1)	(1)	12	(1)	(1)	5	(1)
1948	61	46	19	(1)	(1)	9	19	15	10	(1)	(1)	3	2
1949	116	84	51	(1)	(1)	8	25	32	25	(1)	(1)	2	6
1950	89	53	38	(1)	(1)	13	2	36	29	(1)	(1)	6	2
1951	82	58	44	(1)	(1)	6	8	24	18	(1)	(1)	2	4
1952	66	44	36	(1)	(1)	6	2	22	20	(1)	(1)	2	0
1953	66	47	40	7	33	5	2	18	7	0	7	7	5
1954	126	100	67	21	46	13	20	26	19	4	15	5	2
1955	150	101	61	19	42	33	7	49	36	19	17	11	2
1956	151	102	62	17	45	20	20	49	41	4	37	4	4
1957	178	121	74	26	48	24	23	57	45	12	33	6	6
1958	230	171	105	39	66	28	38	59	40	5	35	13	6
1959	228	157	103	25	78	31	23	71	54	10	44	11	6
1960	240	165	108	19	89	39	18	75	58	10	48	13	4
1961	296	198	141	46	95	39	18	98	69	16	53	19	10
1962	310	199	120	34	86	41	38	111	70	21	49	22	19
1963	379	226	151	28	123	40	35	153	103	28	75	30	20
1964	382	224	145	41	104	38	41	158	110	9	101	26	22
1965	423	293	181	42	139	75	37	130	74	7	67	34	22
1966	370	232	151	40	111	56	25	138	84	12	72	43	11
1967	598	394	275	87	188	74	45	204	116	25	91	50	38
1968	551	351	234	76	158	74	43	200	124	23	101	49	27
1969	701	383	228	46	182	82	73	318	207	47	160	71	40
1970	848	514	304	77	227	115	95	334	222	42	180	78	34
1971	920	560	360	87	273	100	100	360	224	54	170	81	55
1972	904	513	325	96	229	96	92	391	251	58	193	87	53

Footnotes at end of table.

Table B–7. Employment Status of the Civilian Noninstitutional Population 14 to 24 Years Old, by School Enrollment, Sex, and Age, October of 1947–72—Continued

School enrollment and year	Both sexes, 14 to 24 years	Male						Female					
		Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years	Total, 14 to 24 years	14 to 17 years			18 and 19 years	20 to 24 years
			Total	14 and 15	16 and 17				Total	14 and 15	16 and 17		
	Unemployed (thousands)—Continued												
NOT ENROLLED													
1947	(1)	(1)	89	(1)	(1)	89	(1)	(1)	42	(1)	(1)	54	(1)
1948	519	335	53	(1)	(1)	94	189	184	29	(1)	(1)	48	107
1949	1,085	714	104	(1)	(1)	146	464	371	50	(1)	(1)	114	207
1950	522	279	63	(1)	(1)	72	144	243	38	(1)	(1)	74	131
1951	388	200	38	(1)	(1)	48	114	188	32	(1)	(1)	60	96
1952	394	208	60	(1)	(1)	36	112	186	34	(1)	(1)	66	86
1953	324	171	58	2	56	48	66	152	32	2	30	50	71
1954	621	342	64	8	56	63	215	279	51	4	47	95	133
1955	504	259	71	2	69	57	131	245	29	2	27	74	142
1956	480	255	62	9	53	47	146	225	27	5	22	66	132
1957	576	372	58	7	51	103	211	203	31	0	32	60	112
1958	928	570	96	8	88	153	321	358	62	4	58	104	192
1959	828	486	89	3	86	154	243	342	38	3	35	125	179
1960	896	520	71	6	65	177	272	376	60	8	52	138	178
1961	1,031	568	77	8	69	170	321	463	50	1	49	170	243
1962	874	455	46	4	42	138	271	419	42	0	42	139	238
1963	1,022	481	59	3	56	157	265	541	75	0	75	169	297
1964	962	484	39	0	39	146	299	478	59	3	56	174	245
1965	772	349	56	0	56	128	165	423	46	0	46	178	199
1966	748	283	51	1	50	100	132	465	55	2	53	175	235
1967	873	337	56	6	50	120	161	536	48	4	44	211	277
1968	802	324	39	6	33	104	181	478	42	1	41	165	271
1969	824	340	41	3	38	101	198	484	58	3	55	148	278
1970	1,333	704	76	3	73	187	441	629	53	1	52	220	356
1971	1,398	715	64	4	60	202	449	683	63	4	59	216	404
1972	1,475	711	72	2	70	189	450	764	60	1	59	223	481
	Unemployment rate												
ENROLLED													
1947	(1)	(1)	2.7	(1)	(1)	5.4	(1)	(1)	3.1	(1)	(1)	5.6	(1)
1948	3.3	3.6	2.3	(1)	(1)	4.7	7.9	2.5	2.1	(1)	(1)	(2)	(2)
1949	6.2	7.0	6.6	(1)	(1)	4.9	9.7	4.7	5.0	(1)	(1)	1.9	(2)
1950	3.7	3.4	3.6	(1)	(1)	5.3	.8	4.3	4.7	(1)	(1)	4.2	(2)
1951	3.6	4.1	4.3	(1)	(1)	3.5	3.3	3.0	2.7	(1)	(1)	1.6	(2)
1952	3.3	3.4	3.8	(1)	(1)	3.1	1.2	3.4	3.9	(1)	(1)	(2)	(2)
1953	3.5	3.8	4.7	1.8	7.0	2.4	1.2	2.7	1.5	0	2.5	(2)	(2)
1954	5.4	6.7	6.5	4.5	8.1	6.5	7.5	3.1	3.2	2.0	3.9	4.0	1.7
1955	5.5	5.6	5.1	3.7	6.2	10.0	2.4	5.4	5.7	6.7	4.8	8.1	1.5
1956	5.0	5.4	5.2	3.1	7.0	6.3	5.2	4.4	5.3	1.3	8.0	2.5	2.3
1957	5.6	6.1	5.8	4.5	6.9	8.0	5.5	4.9	5.7	3.9	6.8	3.6	2.9
1958	7.4	8.4	8.2	7.6	8.7	9.1	8.4	5.5	5.6	1.8	8.1	6.2	4.0
1959	6.8	7.4	7.6	4.4	10.0	9.4	5.2	5.7	6.2	2.8	8.5	5.6	3.4
1960	7.1	7.6	7.8	3.3	11.0	10.5	4.3	6.2	6.9	3.0	9.5	6.2	2.4
1961	8.3	8.9	10.4	7.5	12.9	10.2	3.7	7.4	7.7	3.6	11.5	8.1	5.2
1962	8.0	8.0	8.4	5.2	10.9	9.7	6.1	8.0	7.4	5.1	9.3	10.8	7.7
1963	9.0	8.3	9.5	4.6	12.4	9.2	5.1	10.1	10.2	8.0	11.4	11.9	8.0
1964	8.9	8.2	8.8	6.7	10.1	8.5	6.4	10.0	10.3	2.3	14.8	10.8	8.1
1965	8.3	9.1	9.8	6.0	12.2	12.3	4.8	7.0	6.2	1.7	8.6	9.4	6.9
1966	7.5	7.6	8.4	6.6	9.2	8.1	3.2	7.4	6.9	2.9	8.9	9.6	3.2
1967	10.2	11.1	14.0	13.5	14.2	11.3	4.9	8.9	8.5	4.8	10.8	11.5	7.6
1968	8.9	9.2	11.5	10.6	11.9	9.1	4.5	8.5	8.5	4.5	11.1	10.8	5.5
1969	10.4	9.7	11.0	6.9	12.9	10.0	6.8	11.4	12.9	9.1	14.7	13.2	6.2
1970	12.4	13.2	14.6	10.9	16.5	15.3	9.0	11.4	13.0	7.3	15.9	13.8	5.2
1971	12.7	13.0	15.6	10.4	18.7	12.0	8.6	12.3	13.5	9.4	15.7	13.5	8.3
1972	12.3	12.0	14.6	12.7	15.5	11.4	7.2	12.6	14.0	9.3	16.5	14.7	7.3
NOT ENROLLED													
1947	(1)	(1)	11.0	(1)	(1)	7.4	(1)	(1)	9.1	(1)	(1)	5.0	(1)
1948	5.0	5.3	7.8	(1)	(1)	7.5	4.3	4.5	6.9	(1)	(1)	4.6	4.0
1949	10.5	11.6	16.6	(1)	(1)	12.0	10.7	9.0	12.5	(1)	(1)	10.7	7.8
1950	5.2	4.7	10.9	(1)	(1)	6.1	3.4	5.9	10.0	(1)	(1)	7.6	4.8
1951	4.3	3.8	7.4	(1)	(1)	4.5	3.3	4.5	10.8	(1)	(1)	6.1	3.7
1952	4.8	4.9	10.6	(1)	(1)	3.8	3.8	4.3	9.7	(1)	(1)	6.9	3.5
1953	4.1	4.1	11.6	(2)	12.9	4.7	2.5	4.2	10.3	(2)	10.4	5.2	3.0
1954	8.1	8.5	15.7	(2)	15.8	6.6	8.0	7.7	19.8	(2)	20.6	9.9	5.5
1955	6.2	5.9	16.6	(2)	18.4	5.9	4.4	6.5	9.7	(2)	9.8	7.2	5.8
1956	5.9	5.8	14.7	(2)	13.9	5.3	4.7	6.1	9.6	(2)	8.5	6.9	5.4
1957	7.2	8.3	16.0	(2)	15.4	10.9	6.6	5.9	12.9	(2)	14.2	6.0	5.0
1958	11.2	12.3	24.1	(2)	25.7	16.6	9.7	9.8	21.8	(2)	22.5	11.0	7.9
1959	9.7	9.9	24.3	(2)	25.7	15.1	6.9	9.5	15.2	(2)	15.2	13.1	7.5
1960	10.1	10.1	18.5	(2)	18.3	16.5	7.4	9.9	20.2	(2)	19.0	13.0	7.3
1961	11.2	10.9	21.8	(2)	21.5	15.2	8.5	11.6	19.0	(2)	20.2	14.5	9.5
1962	9.6	9.0	15.1	(2)	15.1	13.0	7.3	10.3	17.9	(2)	18.8	12.3	8.8
1963	11.0	9.3	20.1	(2)	20.5	14.8	7.0	13.0	33.9	(2)	34.6	14.9	10.6
1964	9.7	8.8	14.3	(2)	14.8	13.3	7.3	10.9	25.3	(2)	26.0	15.3	8.1
1965	7.6	6.3	15.7	(2)	16.4	10.4	4.2	9.2	22.4	(2)	23.7	13.7	6.4
1966	7.8	5.5	18.5	(2)	19.4	8.4	3.3	10.4	26.4	(2)	27.0	12.6	7.1
1967	8.3	6.2	21.2	(3)	20.5	10.7	4.0	10.6	22.4	(3)	22.0	16.1	7.8
1968	7.5	6.1	16.2	(3)	15.2	9.5	4.5	9.0	24.0	(3)	25.9	12.9	7.0
1969	7.4	6.1	15.5	(3)	15.4	8.9	4.7	8.6	26.6	(3)	28.7	11.0	6.9
1970	10.9	11.1	26.7	(3)	28.5	14.1	9.4	10.7	29.0	(3)	29.0	16.4	8.2
1971	11.0	10.7	24.4	(3)	24.9	14.6	8.9	11.3	30.6	(3)	30.1	16.7	8.9
1972	10.6	9.5	22.1	(3)	23.3	11.9	8.1	11.8	24.2	(3)	25.4	15.2	10.1

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[1] Not available.

[2] Percent not shown where base is less than 100,000.

[3] Percent not shown where base is less than 75,000.

NOTE: Because the number of 14- to 15-year-olds who are not enrolled in school is very small, the sampling variability for this group is relatively high.

Table B–8. Employment Status of High School Graduates Not Enrolled in College and of School Dropouts as of October of Year of Graduation or Dropout, by Sex, Marital Status of Women, and Color, 1959–72

[Persons 16 to 24 years; numbers in thousands]

Item	High school graduates							School dropouts						
	Civilian noninstitutional population	Civilian labor force					Not in labor force	Civilian noninstitutional population	Civilian labor force					Not in labor force
		Total		Employed	Unemployed				Total		Employed	Unemployed		
		Number	Percent of population		Number	Percent of civilian labor force			Number	Percent of population		Number	Percent of civilian labor force	
1959 [1]														
Total	790	634	80.2	549	85	13.5	156	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Male	304	279	91.7	239	40	14.3	25	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Female	486	355	73.0	310	45	12.8	131	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Single	418	331	79.2	291	40	12.1	88	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Married, widowed, divorced, separated	68	24	(3)	19	5	(3)	43	(2)	(2)	(2)	(2)	(2)	(2)	(2)
1960														
Total	921	706	76.7	599	107	15.2	215	344	214	62.2	175	39	18.2	130
Male	348	308	88.5	262	46	14.9	40	165	126	76.4	102	24	19.0	39
Female	573	398	69.5	337	61	15.3	175	179	88	49.2	73	15	(3)	91
Single	473	359	75.9	308	51	14.2	114	110	71	64.5	60	11	(3)	39
Married, widowed, divorced, separated	100	39	39.0	29	10	(3)	61	69	17	(3)	13	4	(3)	52
White	848	653	77.0	568	85	13.0	195	273	163	59.7	133	30	18.4	110
Negro and other races	73	53	(3)	31	22	(3)	20	71	51	(3)	42	9	(3)	20
1961														
Total	916	730	79.7	599	131	17.9	186	354	239	67.5	175	64	26.8	115
Male	345	297	86.1	242	55	18.5	48	179	150	83.8	108	42	28.0	29
Female	571	433	75.8	357	76	17.6	138	175	89	50.9	67	22	(3)	86
Single	482	392	81.3	326	66	16.8	90	119	75	63.0	55	20	(3)	44
Married, widowed, divorced, separated	89	41	(3)	31	10	(3)	48	56	14	(3)	12	2	(3)	42
White	814	651	80.0	545	106	16.3	163	283	189	66.8	134	55	29.1	94
Negro and other races	102	79	77.4	54	25	(3)	23	71	50	(3)	41	9	(3)	21
1962														
Total	938	746	79.5	641	105	14.1	192	285	161	56.5	115	46	28.6	124
Male	392	356	90.8	305	51	14.3	36	126	107	84.9	78	29	27.1	19
Female	546	390	71.4	336	54	13.8	156	159	54	34.0	37	17	(3)	105
Single	469	352	75.1	309	43	12.2	117	83	43	(3)	28	15	(3)	40
Married, widowed, divorced, separated	77	38	(3)	27	11	(3)	39	76	11	(3)	9	2	(3)	65
White	820	657	80.1	568	89	13.5	163	210	113	53.8	83	30	26.5	97
Negro and other races	118	89	75.4	73	16	(3)	29	75	48	(3)	32	16	(3)	27
1963														
Total	957	755	78.9	619	136	18.0	202	273	180	65.9	123	57	31.7	93
Male	379	340	89.7	275	65	19.1	39	132	110	83.3	85	25	22.7	22
Female	578	415	71.8	344	71	17.1	163	141	70	49.6	38	32	(3)	71
Single	489	368	75.3	311	57	15.5	121	79	50	(3)	25	25	(3)	29
Married, widowed, divorced, separated	89	47	(3)	33	14	(3)	42	62	20	(3)	13	7	(3)	42
White	879	690	78.5	580	110	15.9	189	217	151	69.6	101	50	33.1	66
Negro and other races	78	65	(3)	39	26	(3)	13	56	29	(3)	22	7	(3)	27
1964														
Total	1,108	863	77.9	702	161	18.7	245	244	152	62.3	101	51	33.6	92
Male	427	388	90.9	338	50	12.9	39	116	97	83.6	72	25	(3)	19
Female	681	475	69.8	364	111	23.4	206	128	55	43.0	29	26	(3)	73
Single	574	432	75.3	334	98	22.7	142	82	39	(3)	19	20	(3)	43
Married, widowed, divorced, separated	107	43	40.2	30	13	(3)	64	46	16	(3)	10	6	(3)	30
White	997	773	77.5	644	129	16.8	224	203	121	59.6	82	39	32.2	82
Negro and other races	111	90	81.1	58	32	(3)	21	41	31	(3)	19	12	(3)	10
1965														
Total	1,305	1,071	82.1	938	133	12.4	234	304	183	60.2	146	37	20.2	121
Male	536	488	91.0	452	36	7.4	48	168	133	79.2	106	27	20.3	35
Female	769	583	75.8	486	97	16.6	186	136	50	36.8	40	10	(3)	86
Single	645	508	78.8	425	83	16.3	137	83	40	(3)	33	7	(3)	43
Married, widowed, divorced, separated	124	75	60.5	61	14	(3)	49	53	10	(3)	7	3	(3)	43
White	1,168	963	82.4	859	104	10.8	205	247	153	61.9	122	31	20.3	94
Negro and other races	137	108	78.8	79	29	26.9	29	57	30	(3)	24	6	(3)	27

Footnotes at end of table.

Table B–8. Employment Status of High School Graduates Not Enrolled in College and of School Dropouts as of October of Year of Graduation or Dropout, by Sex, Marital Status of Women, and Color, 1959–72—Continued

Item	High school graduates							School dropouts						
		Civilian labor force							Civilian labor force					
	Civilian noninstitutional population	Total		Employed	Unemployed		Not in labor force	Civilian noninstitutional population	Total		Employed	Unemployed		Not in labor force
		Number	Percent of population		Number	Percent of civilian labor force			Number	Percent of population		Number	Percent of civilian labor force	
1966														
Total	1, 303	986	75. 7	846	140	14. 2	317	266	172	64. 7	141	31	18. 0	94
Male	498	435	87. 3	397	38	8. 7	63	152	124	81. 6	101	23	18. 5	28
Female	805	551	68. 4	449	102	18. 5	254	114	48	42. 1	40	8	(3)	66
Single	668	485	72. 6	399	86	17. 7	183	75	43	(3)	35	8	(3)	32
Married, widowed, divorced, separated	137	66	48. 2	50	16	(3)	71	39	5	(3)	5	......	(3)	34
White	1, 160	893	77. 0	778	115	12. 9	267	218	141	64. 7	119	22	15. 6	77
Negro and other races	143	93	65. 0	68	25	(3)	50	48	31	(3)	22	9	(3)	17
1967														
Total	1, 214	956	78. 7	801	155	16. 2	258	301	196	65. 1	149	47	24. 0	105
Male	484	419	86. 6	379	40	9. 5	65	157	129	82. 2	104	25	19. 4	28
Female	730	537	73. 6	422	115	21. 4	193	144	67	46. 5	45	22	(4)	77
Single	630	486	77. 0	384	102	21. 0	144	94	49	52. 1	33	16	(4)	45
Married, widowed, divorced, separated	100	51	51. 0	38	13	(4)	49	50	18	(4)	12	6	(4)	32
White	1, 064	847	79. 6	728	119	14. 0	217	239	157	65. 7	122	35	22. 3	82
Negro and other races	150	109	72. 7	73	36	33. 0	41	62	39	(4)	27	12	(4)	23
1968														
Total	1, 162	904	77. 8	782	122	13. 5	258	328	208	63. 4	164	44	21. 2	120
Male	436	384	88. 1	345	39	10. 2	52	177	134	75. 7	111	23	17. 2	43
Female	726	520	71. 6	437	83	16. 0	206	151	74	49. 0	53	21	(4)	77
Single	591	449	76. 0	380	69	15. 4	142	95	52	54. 7	36	16	(4)	43
Married, widowed, divorced, separated	135	71	52. 6	57	14	(4)	64	56	22	(4)	17	5	(4)	34
White	999	775	77. 4	684	91	11. 7	224	257	171	66. 5	134	37	21. 6	86
Negro and other races	163	129	79. 1	98	31	24. 0	34	71	37	(4)	30	7	(4)	34
1969														
Total	1, 326	1, 049	79. 1	929	120	11. 4	277	363	221	60. 9	182	39	17. 6	142
Male	540	486	90. 0	449	37	7. 6	54	196	159	81. 1	135	24	15. 1	37
Female	786	563	71. 6	480	83	14. 7	223	167	62	37. 1	47	15	(4)	105
Single	647	494	76. 4	425	69	14. 0	153	102	45	44. 1	35	10	(4)	57
Married, widowed, divorced, separated	139	69	49. 6	55	14	(4)	70	65	17	(4)	12	5	(4)	48
White	1, 136	911	80. 2	834	77	8. 5	225	288	173	60. 1	144	29	16. 8	115
Negro and other races	190	138	72. 6	95	43	31. 2	52	75	48	64. 0	38	10	(4)	27
1970														
Total	1, 330	1, 027	77. 2	841	186	18. 1	303	376	233	62. 0	168	65	27. 9	143
Male	602	526	87. 4	458	68	12. 9	76	187	145	77. 5	99	46	31. 7	42
Female	728	501	68. 8	383	118	23. 6	227	189	88	46. 6	69	19	21. 6	101
Single	582	441	75. 8	334	107	24. 3	141	125	69	55. 2	55	14	(4)	56
Married, widowed, divorced, separated	146	60	41. 1	49	11	(4)	86	64	19	(4)	14	5	(4)	45
White	1, 177	922	78. 3	772	150	16. 3	255	296	189	63. 9	142	47	24. 9	107
Negro and other races	153	105	68. 6	69	36	34. 3	48	80	44	55. 0	26	18	(4)	36
1971														
Total	1, 336	1, 051	78. 7	870	181	17. 2	285	353	235	66. 6	178	57	24. 3	118
Male	581	523	90. 0	450	73	14. 0	58	207	168	81. 2	124	44	26. 2	39
Female	755	528	69. 9	420	108	20. 5	227	146	67	45. 9	54	13	(4)	79
Single	612	454	74. 2	355	99	21. 8	158	89	47	52. 8	37	10	(4)	42
Married, widowed, divorced, separated	143	74	51. 7	65	9	(4)	69	57	20	(4)	17	3	(4)	37
White	1, 190	944	79. 3	801	143	15. 1	246	297	203	68. 4	156	47	23. 2	94
Negro and other races	146	107	73. 3	69	38	35. 5	39	56	32	(4)	22	10	(4)	24
1972														
Total	1, 504	1, 237	82. 2	1, 055	182	14. 7	267	393	243	61. 8	178	65	26. 7	150
Male	671	612	91. 2	537	75	12. 3	59	193	152	78. 8	114	38	25. 0	41
Female	833	625	75. 0	518	107	17. 1	208	200	91	45. 5	64	27	29. 7	109
Single	675	536	79. 4	449	87	16. 2	139	125	71	56. 8	50	21	(4)	54
Married, widowed, divorced, separated	158	89	56. 3	69	20	22. 5	69	75	20	26. 7	14	6	(4)	55
White	1, 322	1, 098	83. 1	964	134	12. 2	224	328	208	63. 2	155	53	25. 5	120
Negro and other races	182	139	76. 4	91	48	34. 5	43	65	35	(4)	23	12	(4)	30

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[1] Data not available by color.
[2] Not available.
[3] Percent not shown where base is less than 100,0.00
[4] Percent not shown where base is less than 75,00.0

Table B–9. Years of School Completed by the Civilian Labor Force, by Sex and Color, Selected Dates, 1952–73

[Persons 18 years and over for 1952-72, 16 years and over for 1972 forward]

Sex, color, and date	Total (thousands)	Percent distribution								Median school years completed
		Total	Elementary		High school		College		School years not reported	
			Less than 5 years[1]	5 to 8 years	1 to 3 years	4 years	1 to 3 years	4 years or more		
BOTH SEXES										
Total										
October 1952	60,772	100.0	7.3	30.2	18.5	26.6	8.3	7.9	1.2	10.9
March 1957	64,384	100.0	6.1	26.8	19.1	29.1	8.5	9.0	1.4	11.[illegible]
March 1959	65,842	100.0	5.2	24.8	19.5	30.3	9.2	9.5	1.6	12.0
March 1962	67,988	100.0	4.6	22.4	19.3	32.1	10.7	11.0	(2)	12.1
March 1964	69,926	100.0	3.7	20.9	19.2	34.5	10.6	11.2	(2)	12.2
March 1965	71,129	100.0	3.7	19.6	19.2	35.5	10.5	11.6	(2)	12.2
March 1966	71,958	100.0	3.3	18.9	19.0	36.3	10.8	11.8	(2)	12.2
March 1967	73,218	100.0	3.1	17.9	18.7	36.6	11.8	12.0	(2)	12.3
March 1968	75,101	100.0	2.9	16.8	18.2	37.5	12.2	12.4	(2)	12.3
March 1969	76,753	100.0	2.7	15.9	17.8	38.4	12.6	12.6	(2)	12.4
March 1970	78,955	100.0	2.4	15.1	17.3	39.0	13.3	12.9	(2)	12.4
March 1971	79,917	100.0	2.2	14.1	16.7	39.4	13.9	13.6	(2)	12.4
March 1972	82,459	100.0	2.1	13.1	16.6	40.0	14.0	14.1	(2)	12.5
March 1972[3]	85,410	100.0	2.1	12.9	19.2	38.7	13.6	13.6	(2)	12.4
March 1973	87,325	100.0	2.0	11.6	18.6	39.4	14.2	14.1	(2)	12.5
White										
October 1952	(4)	100.0	5.2	29.3	18.7	28.3	8.8	8.5	1.2	11.4
March 1957	(4)	100.0	4.3	25.8	19.0	30.8	9.0	9.7	1.2	12.1
March 1959	58,726	100.0	3.7	23.6	19.4	32.0	9.7	10.2	1.4	12.1
March 1962	60,451	100.0	3.3	21.4	18.8	33.5	11.3	11.8	(2)	12.2
March 1964	62,213	100.0	2.7	19.8	18.5	36.0	11.1	11.9	(2)	12.2
March 1965	63,261	100.0	2.7	18.9	18.4	36.8	11.0	12.2	(2)	12.3
March 1966	63,958	100.0	2.3	17.8	18.3	37.7	11.2	12.5	(2)	12.3
March 1967	65,076	100.0	2.2	16.9	18.1	37.7	12.4	12.8	(2)	12.3
March 1968	66,721	100.0	1.9	16.1	17.4	38.6	12.8	13.2	(2)	12.4
March 1969	68,300	100.0	2.0	15.1	16.9	39.7	13.0	13.4	(2)	12.4
March 1970	70,186	100.0	1.8	14.4	16.4	40.0	13.9	13.6	(2)	12.4
March 1971	71,032	100.0	1.7	13.5	15.8	40.2	14.5	14.4	(2)	12.5
March 1972	73,294	100.0	1.6	12.4	15.7	40.9	14.6	14.8	(2)	12.5
March 1972[3]	76,002	100.0	1.6	12.2	18.4	39.5	14.1	14.3	(2)	12.5
March 1973	77,453	100.0	1.6	11.0	17.8	40.2	14.6	14.8	(2)	12.5
Negro and other races										
October 1952	(4)	100.0	26.7	38.7	15.9	10.8	3.7	2.6	1.7	7.6
March 1957	(4)	100.0	21.2	34.9	19.3	14.8	3.9	3.4	2.6	8.4
March 1959	7,116	100.0	17.9	34.3	20.6	15.8	4.5	3.9	3.1	8.7
March 1962	7,537	100.0	15.4	29.8	23.2	21.0	5.7	4.8	(2)	9.6
March 1964	7,713	100.0	11.6	29.2	24.7	22.2	6.6	5.7	(2)	10.1
March 1965	7,868	100.0	11.8	25.7	24.9	24.4	6.1	7.0	(2)	10.5
March 1966	8,000	100.0	11.1	26.7	24.3	24.8	7.1	5.8	(2)	10.5
March 1967	8,142	100.0	10.4	25.5	23.7	27.5	7.2	5.8	(2)	10.8
March 1968	8,380	100.0	9.5	23.5	24.3	28.3	7.7	6.7	(2)	11.1
March 1969	8,453	100.0	8.6	22.6	24.7	28.4	9.0	6.7	(2)	11.3
March 1970	8,769	100.0	7.4	20.6	24.7	31.0	9.0	7.4	(2)	11.7
March 1971	8,885	100.0	6.5	19.5	24.4	32.7	9.5	7.4	(2)	11.9
March 1972	9,165	100.0	6.2	18.7	24.1	33.2	9.6	8.2	(2)	12.0
March 1972[3]	9,408	100.0	6.0	18.6	25.6	32.4	9.4	8.0	(2)	12.0
March 1973	9,872	100.0	5.0	16.5	24.8	33.6	11.0	9.0	(2)	12.1
MALE										
Total										
October 1952	41,684	100.0	8.2	32.4	18.6	23.3	8.0	8.0	1.5	10.4
March 1957[5]	43,721	100.0	7.0	28.8	19.3	25.8	8.2	9.4	1.5	11.1
March 1959	44,286	100.0	6.1	26.6	19.9	26.7	8.9	10.3	1.6	11.5
March 1962	45,011	100.0	5.4	24.2	19.6	28.7	10.4	11.7	(2)	12.0
March 1964	45,600	100.0	4.4	22.5	19.4	31.1	10.6	12.1	(2)	12.1
March 1965	46,258	100.0	4.4	21.3	19.4	32.0	10.5	12.4	(2)	12.2
March 1966	46,356	100.0	3.9	20.6	19.3	32.6	10.7	12.8	(2)	12.2
March 1967	46,571	100.0	3.7	19.7	18.8	32.9	11.7	13.2	(2)	12.2
March 1968	47,255	100.0	3.4	18.6	18.6	33.8	12.2	13.6	(2)	12.3
March 1969	47,862	100.0	3.2	17.6	18.1	34.4	12.6	13.9	(2)	12.3
March 1970	48,891	100.0	2.9	16.9	17.5	35.1	13.5	14.2	(2)	12.4
March 1971	49,439	100.0	2.7	15.8	16.9	35.7	14.0	14.9	(2)	12.4
March 1972	50,796	100.0	2.6	14.7	16.9	36.1	14.3	15.5	(2)	12.4
March 1972[3]	52,477	100.0	2.5	14.5	19.2	35.0	13.8	15.0	(2)	12.4
March 1973	53,420	100.0	2.4	13.1	18.6	35.8	14.5	15.6	(2)	12.4

Footnotes at end of table.

Table B–9. Years of School Completed by the Civilian Labor Force, by Sex and Color, Selected Dates, 1952–73—Continued

Sex, color, and date	Total (thousands)	Percent distribution								Median school years completed
		Total	Elementary		High school		College		School years not reported	
			Less than 5 years[1]	5 to 8 years	1 to 3 years	4 years	1 to 3 years	4 years or more		
MALE—Continued										
White										
October 1952	(4)	100.0	6.3	31.9	18.9	24.6	8.4	8.5	1.4	10.8
March 1959	39,956	100.0	4.3	25.7	19.9	28.2	9.5	11.0	1.4	11.9
March 1962	40,503	100.0	3.8	23.4	19.3	29.9	11.0	12.6	(2)	12.1
March 1964	41,028	100.0	3.2	21.7	18.8	32.4	11.1	12.7	(2)	12.2
March 1965	41,652	100.0	3.2	20.7	18.8	33.2	11.0	13.1	(2)	12.2
March 1966	41,706	100.0	2.8	19.8	18.7	33.8	11.1	13.7	(2)	12.3
March 1967	41,911	100.0	2.6	18.8	18.3	33.9	12.3	14.1	(2)	12.3
March 1968	42,483	100.0	2.4	17.9	17.9	34.7	12.7	14.4	(2)	12.3
March 1969	43,111	100.0	2.4	16.9	17.4	35.4	13.1	14.7	(2)	12.4
March 1970	43,962	100.0	2.1	16.2	16.7	35.8	14.1	15.0	(2)	12.4
March 1971	44,457	100.0	2.0	15.2	16.1	36.4	14.5	15.8	(2)	12.5
March 1972	45,710	100.0	2.0	14.0	16.1	36.8	14.9	16.3	(2)	12.5
March 1972[3]	47,245	100.0	1.9	13.8	18.5	35.7	14.4	15.8	(2)	12.4
March 1973	47,973	100.0	2.0	12.5	17.8	36.4	15.0	16.4	(2)	12.5
Negro and other races										
October 1952	(4)	100.0	29.8	38.3	15.0	9.5	3.4	1.9	2.1	7.2
March 1959	4,330	100.0	21.5	34.6	19.4	13.3	4.1	3.5	3.6	8.3
March 1962	4,508	100.0	19.3	31.2	22.2	18.3	5.4	3.6	(2)	9.0
March 1964	4,572	100.0	14.8	29.9	24.5	19.1	5.7	6.1	(2)	9.7
March 1965	4,606	100.0	15.4	26.4	24.4	21.4	6.0	6.4	(2)	10.0
March 1966	4,650	100.0	14.1	28.0	24.3	21.9	6.6	5.1	(2)	10.0
March 1967	4,660	100.0	13.1	27.3	23.3	24.4	6.7	5.3	(2)	10.2
March 1968	4,772	100.0	12.2	24.0	25.0	25.3	7.6	6.0	(2)	10.7
March 1969	4,751	100.0	10.9	24.2	24.7	25.6	8.1	6.5	(2)	10.8
March 1970	4,929	100.0	9.7	22.7	24.6	28.3	8.0	6.8	(2)	11.1
March 1971	4,982	100.0	9.2	21.2	24.5	29.2	9.0	7.0	(2)	11.4
March 1972	5,086	100.0	8.2	20.8	24.0	30.0	8.8	8.1	(2)	11.6
March 1972[3]	5,232	100.0	8.0	20.7	25.6	29.2	8.6	7.9	(2)	11.5
March 1973	5,447	100.0	6.2	19.0	25.3	31.1	9.9	8.5	(2)	11.9
FEMALE										
Total										
October 1952	19,088	100.0	5.4	25.4	18.2	33.8	8.8	7.7	.6	12.0
March 1957[5]	20,663	100.0	4.2	22.6	18.6	36.1	9.1	8.2	1.2	12.1
March 1959	21,556	100.0	3.5	21.1	18.8	37.6	9.6	7.9	1.4	12.2
March 1962	22,977	100.0	3.0	18.8	18.8	38.7	11.2	9.5	(2)	12.2
March 1964	24,326	100.0	2.4	17.8	18.8	40.9	10.6	9.5	(2)	12.3
March 1965	24,871	100.0	2.4	16.6	18.7	41.9	10.4	10.0	(2)	12.3
March 1966	25,602	100.0	2.1	15.7	18.4	43.0	11.0	9.9	(2)	12.3
March 1967	26,647	100.0	2.1	14.8	18.5	42.9	11.8	9.9	(2)	12.3
March 1968	27,846	100.0	1.9	14.1	17.6	43.7	12.3	10.5	(2)	12.4
March 1969	28,891	100.0	1.8	13.1	17.3	45.0	12.4	10.4	(2)	12.4
March 1970	30,064	100.0	1.5	12.2	16.9	45.5	13.2	10.7	(2)	12.4
March 1971	30,478	100.0	1.4	11.5	16.4	45.4	13.9	11.4	(2)	12.5
March 1972	31,663	100.0	1.4	10.5	16.3	46.3	13.7	11.8	(2)	12.5
March 1972[3]	32,933	100.0	1.4	10.2	19.2	44.7	13.2	11.4	(2)	12.4
March 1973	33,905	100.0	1.4	9.2	18.6	45.2	13.8	12.0	(2)	12.5
White										
October 1952	(4)	100.0	2.9	23.4	18.4	36.9	9.6	8.3	.6	12.1
March 1959	18,770	100.0	2.2	19.2	18.3	40.2	10.3	8.5	1.3	12.2
March 1962	19,948	100.0	2.1	17.4	17.9	40.8	11.9	10.0	(2)	12.3
March 1964	21,185	100.0	1.8	16.2	17.8	43.0	11.0	10.1	(2)	12.3
March 1965	21,609	100.0	1.7	15.3	17.7	43.9	11.0	10.3	(2)	12.3
March 1966	22,252	100.0	1.3	14.4	17.5	45.1	11.4	10.3	(2)	12.4
March 1967	23,165	100.0	1.3	13.5	17.6	44.7	12.4	10.4	(2)	12.4
March 1968	24,238	100.0	1.3	12.8	16.7	45.4	12.9	10.9	(2)	12.4
March 1969	25,189	100.0	1.3	11.9	16.2	46.9	12.8	10.9	(2)	12.4
March 1970	26,224	100.0	1.1	11.3	15.8	47.1	13.6	11.1	(2)	12.5
March 1971	26,575	100.0	1.1	10.6	15.3	46.6	14.4	11.9	(2)	12.5
March 1972	27,585	100.0	1.1	9.6	15.1	47.7	14.2	12.3	(2)	12.5
March 1972[3]	28,757	100.0	1.0	9.4	18.3	45.9	13.6	11.8	(2)	12.5
March 1973	29,480	100.0	1.0	8.5	17.7	46.4	14.0	12.3	(2)	12.5
Negro and other races										
October 1952	(4)	100.0	22.4	39.2	17.1	12.6	4.0	3.6	1.1	8.1
March 1959	2,786	100.0	12.2	33.9	22.5	19.7	5.0	4.6	2.2	9.4
March 1962	3,029	100.0	9.8	27.8	24.8	24.9	6.0	6.7	(2)	10.5
March 1964	3,141	100.0	7.0	28.2	25.1	26.6	7.8	5.3	(2)	10.8
March 1965	3,262	100.0	5.7	24.9	25.7	28.6	6.3	7.8	(2)	11.1
March 1966	3,350	100.0	7.0	24.9	24.4	28.9	7.9	6.9	(2)	11.2
March 1967	3,482	100.0	6.9	23.1	24.2	31.6	7.9	6.4	(2)	11.5
March 1968	3,608	100.0	5.9	22.7	23.4	32.3	7.9	7.8	(2)	11.7
March 1969	3,702	100.0	5.6	20.7	24.7	31.9	10.1	7.0	(2)	11.9
March 1970	3,840	100.0	4.5	17.8	24.8	34.5	10.3	8.1	(2)	12.1
March 1971	3,903	100.0	3.1	17.4	24.2	37.1	10.1	8.0	(2)	12.1
March 1972	4,078	100.0	3.7	16.1	24.2	37.2	10.5	8.3	(2)	12.2
March 1972[3]	4,176	100.0	3.6	16.0	25.6	36.4	10.3	8.1	(2)	12.1
March 1973	4,425	100.0	3.6	13.4	24.2	36.8	12.4	9.5	(2)	12.2

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[1] Includes persons reporting no school years completed.

[2] Data for persons whose educational attainment was not reported were distributed among the other categories.

[3] Data relate to persons 16 years and over (see headnote).

[4] Not available; data published as percent distribution only.

[5] Data by color not available for March 1957.

Table B–10. Median Years of School Completed by the Civilian Noninstitutional Population, by Employment Status and Sex, Selected Dates, 1952–73

[Persons 18 years and over for 1952–72, 16 years and over for 1972 forward]

Sex and date	Total	Labor force					Not in labor force
		Total	Employed			Unemployed	
			Total	Agriculture	Nonagriculture		
BOTH SEXES							
October 1952	10.6	10.9	10.9	(1)	(1)	10.1	10.0
March 1957	11.0	11.6	11.7	(1)	(1)	9.4	10.2
March 1959	11.4	12.0	12.0	8.6	12.1	9.9	10.5
March 1962	11.9	12.1	12.1	8.7	12.2	10.6	10.7
March 1964	12.0	12.2	12.2	8.8	12.2	10.9	10.9
March 1965	12.1	12.2	12.2	8.8	12.3	11.1	11.1
March 1966	12.1	12.2	12.3	8.9	12.3	11.2	11.2
March 1967	12.1	12.3	12.3	9.0	12.3	11.4	11.3
March 1968	12.2	12.3	12.3	9.4	12.4	11.6	11.5
March 1969	12.2	12.4	12.4	9.7	12.4	11.9	11.7
March 1970	12.2	12.4	12.4	9.8	12.4	12.1	11.8
March 1971	12.3	12.4	12.4	10.4	12.5	12.2	11.9
March 1972	12.3	12.5	12.5	10.9	12.5	12.2	12.0
March 1972 [2]	12.2	12.4	12.4	10.8	12.5	12.0	11.5
March 1973	12.3	12.5	12.5	11.0	12.5	12.1	11.6
MALE							
October 1952	10.1	10.4	10.4	(1)	(1)	8.8	8.5
March 1957	10.7	11.1	11.2	(1)	(1)	8.9	8.5
March 1959	11.1	11.5	11.7	8.6	12.0	9.5	8.5
March 1962	11.6	12.0	12.1	8.7	12.1	10.0	8.7
March 1964	12.0	12.1	12.1	8.8	12.2	10.3	8.7
March 1965	12.0	12.2	12.2	8.7	12.2	10.6	8.8
March 1966	12.1	12.2	12.2	8.8	12.3	10.6	8.9
March 1967	12.1	12.2	12.3	8.9	12.3	10.7	9.0
March 1968	12.2	12.3	12.3	9.0	12.3	11.2	9.2
March 1969	12.2	12.3	12.3	9.2	12.4	11.2	9.6
March 1970	12.3	12.4	12.4	9.4	12.4	12.0	9.6
March 1971	12.3	12.4	12.4	10.1	12.5	12.1	9.9
March 1972	12.3	12.5	12.5	10.6	12.5	12.2	10.1
March 1972 [2]	12.2	12.4	12.4	10.5	12.5	11.9	10.2
March 1973	12.3	12.4	12.5	10.8	12.5	11.8	10.3
FEMALE							
October 1952	11.0	12.0	12.0	(1)	(1)	11.5	10.4
March 1957	11.4	12.1	12.1	(1)	(1)	10.4	10.7
March 1959	11.7	12.2	12.2	8.8	12.2	10.7	10.9
March 1962	12.0	12.2	12.3	9.4	12.3	11.5	11.2
March 1964	12.1	12.3	12.3	9.5	12.3	11.9	11.5
March 1965	12.1	12.3	12.3	9.4	12.3	11.9	11.7
March 1966	12.1	12.3	12.3	10.6	12.3	12.1	11.7
March 1967	12.1	12.3	12.4	11.3	12.4	12.0	11.9
March 1968	12.2	12.4	12.4	11.3	12.4	12.0	12.0
March 1969	12.2	12.4	12.4	11.7	12.4	12.1	12.0
March 1970	12.2	12.4	12.4	11.1	12.4	12.2	12.0
March 1971	12.3	12.5	12.5	12.0	12.5	12.2	12.1
March 1972	12.3	12.5	12.5	12.1	12.5	12.3	12.1
March 1972 [2]	12.2	12.4	12.4	11.9	12.5	12.1	12.0
March 1973	12.2	12.5	12.5	11.7	12.5	12.2	12.0

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[1] Not available.

[2] Data relate to persons 16 years and over (see headnote).

Table B–11. Median Years of School Completed by the Civilian Labor Force, by Sex and Age, Selected Dates, 1952–73

Sex and date	16 and 17 years	18 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES							
October 1952	(1)	12.2	12.1	11.4	8.8		8.3
March 1957	(1)	12.3	12.2	12.0	9.5		8.5
March 1959	(1)	12.3	12.3	12.1	10.8	8.9	8.6
March 1962	(1)	12.4	12.4	12.2	11.6	9.4	8.8
March 1964	(1)	12.4	12.4	12.2	12.0	10.0	8.9
March 1965	(1)	12.4	12.5	12.3	12.0	10.3	8.9
March 1966	(1)	12.5	12.5	12.3	12.1	10.4	9.1
March 1967	(1)	12.5	12.5	12.3	12.1	10.8	9.0
March 1968	(1)	12.5	12.5	12.4	12.2	11.1	9.3
March 1969	(1)	12.5	12.6	12.4	12.3	11.4	9.3
March 1970	(1)	12.6	12.6	12.4	12.3	11.8	9.6
March 1971	(1)	12.6	12.6	12.4	12.3	12.0	9.9
March 1972	10.4	12.6	12.7	12.4	12.3	12.1	10.2
March 1973	10.4	12.6	12.7	12.5	12.4	12.1	10.5
MALE							
October 1952	(1)	11.5	12.1	11.2	8.7		8.2
March 1957	(1)	12.1	12.2	11.8	9.0		8.4
March 1959	(1)	12.1	12.3	12.1	10.4	8.8	8.5
March 1962	(1)	12.3	12.4	12.2	11.1	9.0	8.7
March 1964	(1)	12.3	12.4	12.2	11.6	9.3	8.8
March 1965	(1)	12.3	12.5	12.3	11.7	9.6	8.8
March 1966	(1)	12.4	12.5	12.3	11.9	9.7	8.9
March 1967	(1)	12.4	12.5	12.3	12.1	10.4	8.9
March 1968	(1)	12.4	12.5	12.4	12.2	10.6	9.0
March 1969	(1)	12.4	12.6	12.4	12.2	10.9	9.0
March 1970	(1)	12.5	12.6	12.4	12.3	11.2	9.0
March 1971	(1)	12.6	12.6	12.5	12.3	11.5	9.1
March 1972	10.4	12.6	12.7	12.5	12.3	11.9	9.6
March 1973	10.4	12.6	12.7	12.6	12.4	12.1	10.1
FEMALE							
October 1952	(1)	12.4	12.2	11.9	9.2		8.8
March 1957	(1)	12.4	12.3	12.1	10.8		8.8
March 1959	(1)	12.4	12.3	12.2	11.7	10.0	8.8
March 1962	(1)	12.5	12.4	12.3	12.1	10.7	9.0
March 1964	(1)	12.5	12.4	12.3	12.1	11.2	10.2
March 1965	(1)	12.5	12.4	12.3	12.2	11.5	9.8
March 1966	(1)	12.6	12.5	12.3	12.2	11.6	10.4
March 1967	(1)	12.6	12.5	12.3	12.2	11.6	10.1
March 1968	(1)	12.6	12.5	12.3	12.3	12.0	10.3
March 1969	(1)	12.6	12.5	12.4	12.3	12.1	10.2
March 1970	(1)	12.6	12.8	12.4	12.3	12.1	10.9
March 1971	(1)	12.7	12.6	12.4	12.3	12.1	11.0
March 1972	10.5	12.6	12.6	12.4	12.4	12.2	11.2
March 1973	10.5	12.7	12.7	12.5	12.4	12.2	11.3

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[1] Not available.

Table B–12. Median Years of School Completed by the Employed Civilian Labor Force, by Sex, Occupation Group, and Color, Selected Dates, 1948–73

[Persons 18 years and over for 1948–72, 16 years and over for 1972 forward]

Sex, occupation group, and color	March 1973	March 1972[1]	March 1972	March 1971	March 1970	March 1969	March 1968	March 1967	March 1966[2]	March 1964	March 1962	March 1959	March 1957	October 1952	October 1948[3]
TOTAL															
Both sexes															
All occupation groups	12.5	12.4	12.5	12.4	12.4	12.4	12.3	12.3	12.3	12.2	12.1	12.0	11.7	10.9	10.6
Professional and managerial	15.6	15.4	15.4	15.1	14.9	14.9	14.8	14.7	14.6	14.0	13.9	13.5	13.2	12.9	12.8
Professional and technical	16.4	16.3	16.3	16.3	16.3	16.3	16.3	16.3	16.3	16.2	16.2	16.2	16+	16+	16+
Managers and administrators	12.9	12.9	12.9	12.8	12.7	12.7	12.7	12.7	12.6	12.5	12.5	12.4	12.4	12.2	12.2
Farmers and farm laborers	10.7	10.5	9.4	10.0	9.3	9.3	9.1	8.9	8.8	8.7	8.7	8.6	8.5	8.3	8.0
Sales and clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5	12.4	12.4	12.4
Sales workers	12.7	12.7	12.7	12.7	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.4	12.4	12.3	(4)
Clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5	12.5	12.5	(4)
Blue-collar workers	12.1	12.0	12.0	11.9	11.6	11.4	11.2	11.1	11.0	10.7	10.4	10.0	9.7	9.2	9.0
Craft and kindred	12.2	12.2	12.2	12.2	12.1	12.1	12.0	12.0	11.9	11.5	11.2	11.0	10.5	10.1	9.7
Operatives	11.8	11.5	11.6	11.4	11.3	11.1	11.0	10.8	10.7	10.5	10.1	9.9	9.5	9.1	9.1
Except transport	11.8	11.5	11.6	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Transport equipment	11.8	11.7	11.7	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Nonfarm laborers	11.4	11.0	11.2	11.1	10.5	10.0	9.8	9.5	9.5	9.3	8.9	8.6	8.5	8.3	8.0
Service workers	12.0	12.0	12.0	11.9	11.7	11.3	11.1	11.0	10.9	10.5	10.2	9.7	9.0	8.8	8.7
Male															
All occupation groups	12.5	12.4	12.5	12.4	12.4	12.3	12.3	12.3	12.2	12.1	12.1	11.7	11.2	10.4	10.2
Professional and managerial	15.4	15.3	15.3	14.9	14.6	14.6	14.5	14.4	14.3	13.6	13.5	13.2	12.9	12.8	12.6
Professional and technical	16.5	16.5	16.5	16.4	16.4	16.4	16.4	16.3	16.4	16.2	16.4	16.4	16+	16+	16+
Managers and administrators	13.0	12.9	12.9	12.9	12.8	12.8	12.8	12.7	12.7	12.6	12.5	12.4	12.4	12.2	12.2
Farmers and farm laborers	10.6	10.3	10.3	9.8	9.1	9.0	8.9	8.8	8.7	8.7	8.7	8.6	8.4	8.4	8.2
Farmers and farm managers	11.7	11.2	11.2	10.6	9.3	9.8	9.7	9.1	8.9	8.8	8.8	8.7	8.6	8.5	8.3
Farm laborers and foremen	9.6	9.4	8.9	8.8	8.9	8.4	8.3	8.2	7.9	8.2	8.3	7.7	7.4	7.2	7.8
Sales and clerical workers	12.8	12.8	12.8	12.7	12.7	12.7	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.4	12.4
Sales workers	13.0	13.0	13.0	12.9	12.8	12.8	12.8	12.8	12.7	12.7	12.7	12.6	12.5	12.5	(4)
Clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5	12.4	12.4	(4)
Blue-collar workers	12.1	12.0	12.1	12.0	11.8	11.6	11.3	11.2	11.1	10.8	10.4	10.1	9.7	9.1	9.0
Craft and kindred	12.2	12.2	12.2	12.2	12.1	12.1	12.0	12.0	11.8	11.5	11.2	11.0	10.5	10.1	9.7
Operatives	11.9	11.8	11.9	11.7	11.5	11.3	11.1	11.0	10.9	10.7	10.2	10.0	9.6	9.0	9.1
Except transport	12.0	11.9	12.0	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Transport equipment	11.7	11.6	11.6	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Nonfarm laborers	11.4	10.9	11.1	11.0	10.5	10.0	9.8	9.5	9.4	9.3	8.9	8.5	8.5	8.3	8.0
Service workers	12.1	12.0	12.1	12.0	12.0	11.7	11.6	11.4	11.3	10.6	10.3	10.1	(4)	(4)	9.0
Female															
All occupation groups	12.5	12.4	12.5	12.5	12.4	12.4	12.4	12.4	12.3	12.3	12.3	12.2	12.1	12.0	11.7
Professional and managerial	15.9	15.6	15.6	15.5	15.5	15.5	15.5	15.3	15.3	15.0	14.7	14.0	14.4	14.0	13.7
Professional and technical	16.3	16.2	16.2	16.2	16.2	16.2	16.2	16.2	16.2	16.1	16.1	15.9	16+	16+	15.9
Managers and administrators	12.7	12.6	12.6	12.6	12.6	12.5	12.5	12.4	12.5	12.4	12.4	12.2	12.3	12.2	12.1
Farmers and farm laborers	11.2	11.1	11.4	11.1	10.3	11.3	10.8	10.7	10.2	9.0	8.9	8.7	(4)	8.0	7.4
Sales and clerical workers	12.6	12.5	12.6	12.6	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.4	12.4	12.4	12.4
Sales workers	12.4	12.4	12.4	12.4	12.4	12.3	12.3	12.3	12.2	12.2	12.1	12.2	12.0	12.1	(4)
Clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5	12.5	12.5	(4)
Blue-collar workers	11.6	11.2	11.3	11.1	11.1	10.9	10.7	10.6	10.5	10.1	10.0	9.8	(4)	9.4	9.1
Craft and kindred	12.2	12.3	12.3	12.2	12.1	12.2	12.1	11.5	12.1	11.2	9.2	11.2	11.3	11.5	10.4
Operatives	11.5	11.1	11.1	10.9	11.0	10.7	10.6	10.5	10.4	10.0	9.9	9.7	9.3	9.3	9.0
Except transport	11.4	11.0	11.1	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Transport equipment	12.3	12.2	12.2	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Nonfarm laborers	11.8	11.7	11.[illegible]	11.8	11.2	10.9	10.7	(5)	(5)	(5)	10.0	(5)	(5)	8.5	(5)
Service workers	12.0	11.6	12.0	11.8	11.5	11.2	10.9	10.8	10.7	10.4	10.2	9.5	9.0	8.8	8.5
Private household workers	10.3	10.0	9.6	9.5	9.1	8.9	8.8	8.9	8.9	8.8	8.7	8.4	8.3	8.1	(4)
Other service workers	12.1	12.1	12.1	12.1	12.0	11.9	11.6	11.5	11.5	11.2	11.1	10.5	10.2	9.7	(4)

Footnotes at end of table.

Table B–12. Median Years of School Completed by the Employed Civilian Labor Force, by Sex, Occupation Group, and Color, Selected Dates, 1948–73—Continued

Sex, occupation group, and color	March 1973	March 1972[1]	March 1972	March 1971	March 1970	March 1969	March 1968	March 1967	March 1966[2]	March 1964	March 1962	March 1959
WHITE[7]												
Both sexes												
All occupation groups	12.5	12.5	12.5	12.5	12.4	12.4	12.4	12.4	12.3	12.3	12.2	12.1
Professional and managerial	15.5	15.4	15.4	15.0	14.9	14.8	14.7	14.6	14.5	14.0	13.9	13.4
Professional and technical	16.6	16.2	16.2	16.5	16+	16.2	16+	16.2	16.3	16.1	16.2	16.2
Managers and administrators	12.9	12.9	12.9	12.8	12.8	12.7	12.7	12.7	12.7	12.5	12.5	12.4
Farmers and farm laborers	11.1	10.8	11.0	10.6	9.6	9.8	9.7	9.0	9.0	8.9	8.8	8.7
Sales and clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5
Sales workers	12.7	12.7	12.8	12.7	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.4
Clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5
Blue-collar workers	12.1	12.1	12.1	12.0	11.8	11.6	11.4	11.2	11.1	10.8	10.6	10.3
Service workers	12.1	12.0	12.1	12.1	12.0	12.0	12.8	11.5	11.4	11.0	10.7	10.1
Male												
All occupation groups	12.5	12.5	12.5	12.5	12.4	12.4	12.4	12.3	12.3	12.2	12.1	12.0
Professional and managerial	15.4	15.3	15.3	14.9	14.6	14.6	14.5	14.4	14.3	13.6	13.5	13.2
Professional and technical	16.7	16.6	16.7	16.6	16.5	16.5	16.5	16.3	16.4	16.4	16.4	16.4
Managers and administrators	13.0	13.0	13.0	12.9	12.8	12.8	12.8	12.8	12.7	12.6	12.5	12.4
Farmers and farm laborers	10.9	10.7	10.8	10.4	9.4	9.4	9.4	8.9	8.9	8.8	8.8	8.7
Farmers and farm managers	11.9	11.3	11.4	10.9	9.5	10.0	10.0	9.3	8.9	8.9	8.8	8.8
Farm laborers and foremen	9.9	9.9	9.5	9.4	9.3	8.7	8.6	8.6	8.6	8.5	8.7	8.3
Sales and clerical workers	12.8	12.8	12.8	12.7	12.7	12.7	12.6	12.6	12.6	12.6	12.6	12.5
Sales workers	13.0	13.0	13.0	12.9	12.8	12.8	12.8	12.8	12.7	12.7	12.7	12.6
Clerical workers	12.7	12.6	12.7	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5
Blue-collar workers	12.1	12.1	12.1	12.1	12.0	11.8	11.5	11.4	11.3	11.0	10.7	10.4
Craft and kindred	12.2	12.2	12.2	12.2	12.1	12.1	12.0	12.0	11.9	11.6	11.3	11.0
Operatives	12.0	11.9	12.0	11.9	11.6	11.4	11.3	11.1	11.1	10.8	10.4	10.2
Except transport	12.0	11.9	12.0	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Transport equipment	12.0	11.8	11.8	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Nonfarm laborers	11.8	11.2	11.7	11.6	11.0	10.5	10.1	9.9	10.0	9.8	9.4	9.0
Service workers	12.1	12.1	12.2	12.1	12.1	12.0	12.0	11.8	11.6	11.2	10.7	10.2
Female												
All occupation groups	12.5	12.5	12.5	12.5	12.5	12.4	12.4	12.4	12.4	12.3	12.3	12.3
Professional and managerial	15.8	15.3	15.6	15.5	15.4	15.4	15.4	15.1	15.1	15.0	14.6	14.0
Professional and technical	16.5	16.4	16.4	16.4	16.4	16.4	16.4	16.1	16.2	16.2	16.0	16.8
Managers and administrators	12.7	12.6	12.6	12.6	12.6	12.5	12.5	12.4	12.4	12.4	12.4	12.3
Farmers and farm laborers	11.6	11.3	11.7	11.4	10.4	11.4	11.2	11.2	10.8	9.4	9.3	8.9
Sales and clerical workers	12.6	12.5	12.6	12.6	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.4
Sales workers	12.4	12.4	12.4	12.4	12.4	12.3	12.3	12.3	12.2	12.2	12.1	12.2
Clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.5	12.5
Blue-collar workers	11.6	11.2	11.3	11.0	11.0	10.8	10.7	10.5	10.5	10.0	9.9	9.8
Service workers	12.1	12.0	12.1	12.1	12.0	11.9	11.4	11.3	11.2	10.9	10.7	10.0
Private household workers	10.7	10.4	10.4	10.4	9.9	9.8	9.5	9.9	9.4	9.1	8.9	8.7
Other service workers	12.2	12.1	12.2	12.1	12.1	12.0	11.8	11.6	11.7	11.3	11.3	10.6
NEGRO AND OTHER RACES												
Both sexes												
All occupation groups	12.1	12.0	12.0	12.0	11.7	11.3	11.1	10.8	10.5	10.1	9.6	8.6
Professional and managerial	16.2	16.0	16.0	15.9	15.8	15.7	16.1	16.0	16.1	15.4	14.7	15.1
Farmers and farm laborers	6.7	6.2	6.2	6.4	6.1	6.7	6.6	6.2	5.9	6.1	5.9	5.5
Sales and clerical workers	12.6	12.5	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.5	12.4	12.5
Blue-collar workers	11.2	10.9	10.9	10.8	10.5	10.4	10.2	9.9	9.6	9.6	8.8	8.2
Service workers	11.0	10.7	10.7	10.5	10.3	9.8	9.8	9.8	9.7	9.3	9.2	8.8
Male												
All occupation groups	12.0	11.6	11.7	11.4	11.1	10.8	10.7	10.3	10.0	9.7	9.0	8.2
Professional and managerial	16.2	16.0	16.0	15.4	14.6	15.0	15.4	14.6	15.7	15.4	12.8	14.8
Professional and technical	16.6	16.7	16.7	16.6	16.6	16.6	16.5	16.2	16.6	16.5	16.2	16.2
Managers and administrators	13.8	12.8	12.8	12.5	12.4	12.4	12.3	12.1	12.1	11.0	10.7	(⁵)
Farmers and farm laborers	7.2	6.7	6.6	6.0	6.6	6.3	6.1	6.1	5.6	5.9	5.6	5.3
Sales and clerical workers	12.6	12.5	12.5	12.6	12.6	12.5	12.5	12.4	12.5	12.3	12.4	12.4
Blue-collar workers	11.0	10.7	10.7	10.6	10.2	10.2	10.0	9.5	9.4	9.4	8.6	7.9
Craft and kindred	12.0	11.2	11.2	11.3	10.5	11.0	10.5	10.1	10.2	10.5	8.9	9.2
Operatives	11.2	11.1	11.1	11.0	10.6	10.6	10.4	10.0	9.9	10.0	8.9	8.4
Except transport	11.6	11.3	11.4	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Transport equipment	10.7	10.7	10.7	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Nonfarm laborers	9.9	9.7	9.7	9.5	9.2	8.8	8.9	8.6	8.5	8.3	8.1	6.7
Service workers	11.1	11.0	11.1	10.7	10.5	10.2	10.3	10.3	10.2	8.9	9.4	9.6
Female												
All occupation groups	12.3	12.2	12.2	12.2	12.1	11.9	11.8	11.6	11.2	10.8	10.5	9.4
Professional and managerial	16.3	16.0	16.0	16.1	16.3	16.2	16.5	16.3	16.3	15.5	16.2	15.6
Farmers and farm laborers	(⁸)	(⁸)	(⁸)	(⁸)	(⁸)	(⁸)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Sales and clerical workers	12.6	12.6	12.6	12.6	12.6	12.6	12.6	12.5	12.5	12.6	12.5	12.5
Blue-collar workers	11.7	11.6	11.7	11.7	11.6	11.2	11.2	11.1	10.9	10.7	10.0	9.5
Service workers	10.9	11.4	10.5	10.4	10.2	9.7	9.6	9.6	9.5	9.5	9.2	8.6
Private household workers	9.3	8.9	8.9	8.8	8.7	8.4	8.4	8.5	8.6	8.6	8.3	7.8
Other service workers	11.9	11.4	11.4	11.4	11.2	10.9	11.0	11.0	10.8	10.8	10.7	10.0

[1] Data relate to persons 16 years and over (see headnote).
[2] Data for March 1965 appeared in the *1972 Manpower Report.*
[3] Data for 1948 do not include persons 65 years and over.
[4] Not available.
[5] Median not shown where base is less than 100,000.
[6] Median not shown where base is less than 150,000.
[7] Data by color not available prior to 1959.
[8] Median not shown where base is less than 75,000.

NOTE: The comparability of the data beginning 1971 is not affected by the changes in the occupational classification system for the 1970 Census of Population that were introduced into the Current Population Survey in 1971. For further explanation, see the Note on Historic Comparability of Labor Force Statistics at the beginning of the Statistical Appendix.

Table B–13. Persons With Two Jobs or More, by Industry and Class of Worker of Primary and Secondary Job, Selected Dates, 1956–73[1]

Status of job and date	Total with two jobs or more	Agriculture				Nonagricultural industries			
		Total	Wage and salary workers	Self-employed workers	Unpaid family workers	Total	Wage and salary workers	Self-employed workers	Unpaid family workers
PRIMARY JOB	Number employed (thousands)								
July 1956	3,653	866	295	402	169	2,787	2,569	200	18
July 1957	3,570	858	285	385	188	2,712	2,447	237	28
July 1958	3,099	629	264	264	101	2,470	2,257	198	15
December 1959	2,966	321	104	199	18	2,645	2,451	182	12
December 1960	3,012	332	97	208	27	2,680	2,489	184	7
May 1962	3,342	364	102	210	52	2,978	2,764	194	20
May 1963	3,921	386	146	195	45	3,535	3,361	169	5
May 1964	3,726	405	139	230	36	3,321	3,135	175	11
May 1965	3,756	416	133	218	65	3,340	3,131	200	9
May 1966	3,636	335	88	200	47	3,301	3,110	177	14
May 1969	4,008	273	75	167	31	3,735	3,568	162	5
May 1970	4,048	276	89	154	33	2,772	3,570	194	8
May 1971	4,035	217	65	129	23	3,818	3,641	167	10
May 1972	3,770	221	54	134	33	3,549	3,348	191	10
May 1973	4,262	223	81	123	19	4,039	3,863	158	18
	Percent of total employed								
July 1956	5.5	11.2	13.4	10.9	9.4	4.7	4.9	3.3	2.7
July 1957	5.3	11.0	12.1	10.7	10.0	4.6	4.7	3.7	3.9
July 1958	4.8	9.3	13.2	8.1	6.9	4.2	4.4	3.1	2.2
December 1959	4.5	6.7	7.7	7.2	2.5	4.3	4.6	2.8	2.0
December 1960	4.6	6.7	6.7	7.6	3.6	4.4	4.6	2.8	1.1
May 1962	4.9	6.7	6.2	7.5	5.2	4.7	5.0	3.0	2.9
May 1963	5.7	7.5	8.8	7.5	4.8	5.5	5.9	2.7	.9
May 1964	5.2	8.1	8.8	9.3	3.7	5.0	5.3	2.7	1.9
May 1965	5.2	8.1	8.4	8.6	6.5	5.0	5.2	3.0	1.5
May 1966	4.9	7.8	6.6	8.9	6.6	4.8	5.0	2.8	2.5
May 1969	5.2	7.0	5.8	8.5	4.8	5.1	5.3	3.1	.9
May 1970	5.2	7.4	7.4	8.0	5.5	5.1	5.2	3.7	1.6
May 1971	5.1	6.0	5.2	7.1	4.2	5.1	5.3	3.1	1.9
May 1972	4.6	6.3	4.5	7.6	5.9	4.6	4.7	3.5	1.6
May 1973	5.1	6.4	6.5	6.9	4.3	5.0	5.2	2.8	3.1
SECONDARY JOB	Number employed (thousands)								
July 1956	3,653	1,111	485	626	....	2,542	2,202	340	....
July 1957	3,570	1,035	506	529	....	2,535	2,187	348	....
July 1958	3,099	850	362	488	....	2,249	1,905	344	....
December 1959	2,966	649	130	519	....	2,317	1,907	410	....
December 1960	3,012	587	135	452	....	2,425	2,025	400	....
May 1962	3,342	645	176	469	....	2,697	2,176	521	....
May 1963	3,921	825	188	637	....	3,096	2,481	615	....
May 1964	3,726	801	185	616	....	2,925	2,367	558	....
May 1965	3,756	786	167	619	....	2,970	2,389	581	....
May 1966	3,636	721	139	582	....	2,915	2,335	580	....
May 1969	4,008	723	121	602	....	3,285	2,698	587	....
May 1970	4,048	738	122	616	....	3,310	2,748	562	....
May 1971	4,035	700	96	604	....	3,335	2,607	728	....
May 1972	3,770	670	108	562	....	3,100	2,424	676	....
May 1973	4,262	833	115	718	....	3,429	2,731	698	....

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[1] Surveys on dual jobholders were not conducted in 1967 and 1968.

NOTE: Persons whose only extra job is as an unpaid family worker are not counted as dual jobholders.

Table B–14. Persons With Work Experience During the Year, by Extent of Employment and by Sex, 1950–72

[Persons 14 years and over for 1950–66, 16 years and over for 1966 forward]

Sex and year	Number who worked during year (thousands) [1]									Percent distribution								
	Total	Full time [2]				Part time				Total	Full time [2]				Part time			
		Total	50 to 52 weeks	27 to 49 weeks	1 to 26 weeks	Total	50 to 52 weeks	27 to 49 weeks	1 to 26 weeks		Total	50 to 52 weeks	27 to 49 weeks	1 to 26 weeks	Total	50 to 52 weeks	27 to 49 weeks	1 to 26 weeks
BOTH SEXES																		
1950	68,876	58,181	38,275	11,795	8,013	10,695	3,322	2,214	5,162	100.0	84.5	55.7	17.1	11.6	15.5	4.8	3.2	7.5
1951	69,962	59,544	40,142	12,018	7,284	10,418	3,144	2,240	5,034	100.0	85.1	57.4	17.2	10.6	14.9	4.5	3.2	7.2
1952	70,512	60,294	40,486	12,374	7,434	10,218	3,092	2,294	4,832	100.0	85.5	57.4	17.5	10.5	14.5	4.4	3.3	6.9
1953	70,682	60,532	41,601	12,003	6,928	10,150	3,270	2,333	4,547	100.0	85.6	58.9	17.0	9.8	14.4	4.6	3.3	6.4
1954	71,797	60,059	40,080	12,025	7,954	11,738	3,701	2,663	5,374	100.0	83.7	55.8	16.7	11.1	16.3	5.2	3.7	7.5
1955	75,353	62,581	42,624	11,952	8,005	12,772	4,773	2,573	5,426	100.0	83.1	56.6	15.9	10.6	16.9	6.3	3.4	7.2
1956	75,852	62,437	42,778	11,791	7,868	13,415	4,760	2,693	5,962	100.0	82.3	56.4	15.5	10.4	17.7	6.3	3.6	7.9
1957	77,664	62,874	42,818	11,981	8,075	14,790	4,989	2,872	6,929	100.0	81.0	55.1	15.4	10.4	19.0	6.4	3.7	8.9
1958	77,117	61,676	41,329	11,546	8,799	15,441	5,402	3,025	7,014	100.0	80.0	53.6	15.0	11.4	20.0	7.0	3.9	9.1
1959	78,162	63,004	42,030	12,515	8,459	15,158	5,173	3,104	6,881	100.0	80.6	53.8	16.0	10.8	19.4	6.6	4.0	8.8
1960	80,618	64,153	43,265	12,132	8,756	16,465	5,307	3,290	7,868	100.0	79.6	53.7	15.0	10.9	20.4	6.6	4.1	9.8
1961	80,287	64,218	43,006	12,042	9,170	16,069	5,191	3,068	7,810	100.0	80.0	53.6	15.0	11.4	20.0	6.5	3.8	9.7
1962	82,057	65,327	44,079	12,102	9,146	16,730	5,130	3,368	8,232	100.0	79.6	53.7	14.7	11.1	20.4	6.3	4.1	10.0
1963	83,227	66,157	45,449	11,565	9,153	17,060	5,229	3,353	8,478	100.0	79.5	54.6	13.9	11.0	20.5	6.3	4.0	10.2
1964	85,124	67,825	46,846	11,691	9,288	17,299	5,268	3,374	8,657	100.0	79.6	55.0	13.7	10.9	20.3	6.2	4.0	10.2
1965	86,186	68,697	48,392	11,171	9,134	17,489	5,418	3,268	8,803	100.0	79.7	56.1	13.0	10.6	20.3	6.3	3.8	10.2
1966	88,553	70,449	50,081	10,654	9,714	18,104	4,854	3,587	8,663	100.0	79.6	56.6	12.0	11.0	20.4	6.6	4.0	9.8
1966 [3]	86,266	70,140	50,049	10,647	9,444	16,126	5,407	3,380	7,339	100.0	81.3	58.0	12.3	10.9	18.7	6.3	3.9	8.5
1967	88,179	71,909	51,705	10,702	9,502	16,270	5,641	3,430	7,199	100.0	81.5	58.6	12.1	10.8	18.5	6.4	3.9	8.2
1968	90,230	73,266	52,285	11,115	9,866	16,964	5,769	3,720	7,475	100.0	81.2	57.9	12.3	10.9	18.8	6.4	4.1	8.3
1969	92,477	74,153	52,796	11,381	9,976	18,324	6,282	4,112	7,930	100.0	80.2	57.1	12.3	10.8	19.8	6.8	4.4	8.6
1970	93,623	73,343	52,033	12,123	10,187	19,280	6,309	4,353	8,618	100.0	79.4	55.6	12.9	10.9	20.6	6.7	4.6	9.2
1971	95,027	75,413	53,317	11,634	10,462	19,614	6,799	4,429	8,386	100.0	79.4	56.1	12.2	11.0	20.6	7.2	4.7	8.8
1972	96,972	77,626	55,379	11,591	10,656	19,346	6,519	4,293	8,534	100.0	80.0	57.1	12.0	11.0	20.0	6.7	4.5	8.8
MALE																		
1950	45,526	41,042	29,783	7,624	3,636	4,484	1,406	1,004	2,074	100.0	90.2	65.4	16.7	8.0	9.8	3.1	2.2	4.6
1951	45,364	41,338	30,894	7,518	2,926	4,026	1,310	918	1,798	100.0	91.1	68.1	16.6	6.4	8.9	2.9	2.0	4.0
1952	45,704	41,816	30,878	7,922	3,016	3,888	1,178	896	1,814	100.0	91.5	67.6	17.3	6.6	8.5	2.6	2.0	4.0
1953	46,146	42,059	31,902	7,317	2,840	4,087	1,341	1,055	1,691	100.0	91.1	69.1	15.9	6.2	8.9	2.9	2.3	3.7
1954	46,318	41,404	30,389	7,567	3,448	4,914	1,552	1,227	2,135	100.0	89.4	65.6	16.3	7.4	10.6	3.4	2.6	4.6
1955	47,624	42,814	32,127	7,356	3,331	4,810	1,930	1,066	1,814	100.0	89.9	67.5	15.5	7.0	10.1	4.1	2.2	3.8
1956	47,904	42,704	32,342	7,218	3,144	5,200	1,920	1,074	2,206	100.0	89.1	67.5	15.1	6.6	10.9	4.0	2.2	4.6
1957	48,709	42,886	32,089	7,350	3,447	5,823	2,135	1,115	2,573	100.0	88.0	65.9	15.1	7.1	12.0	4.4	2.3	5.3
1958	48,380	42,052	30,727	7,233	4,091	6,328	2,348	1,259	2,721	100.0	86.9	63.5	15.0	8.5	13.1	4.9	2.6	5.6
1959	48,973	42,997	31,502	7,830	3,665	5,976	2,211	1,224	2,541	100.0	87.8	64.3	16.0	7.5	12.2	4.5	2.5	5.2
1960	50,033	43,476	31,966	7,653	3,857	6,557	2,247	1,267	3,043	100.0	86.9	63.9	15.3	7.7	13.1	4.5	2.5	6.1
1961	49,654	43,467	31,769	7,434	4,264	6,387	2,240	1,163	2,984	100.0	87.2	63.7	14.9	8.6	12.8	4.5	2.3	6.0
1962	50,639	43,987	32,513	7,185	4,289	6,652	2,114	1,305	3,233	100.0	86.9	64.2	14.2	8.5	13.1	4.2	2.6	6.4
1963	51,039	44,294	33,587	6,686	4,021	6,745	2,098	1,274	3,373	100.0	86.8	65.8	13.1	7.9	13.2	4.1	2.5	6.6
1964	51,978	45,313	34,428	6,723	4,162	6,665	2,164	1,220	3,281	100.0	87.1	66.2	12.9	8.0	12.8	4.2	2.3	6.3
1965	52,419	45,552	35,300	6,306	3,946	6,867	2,326	1,197	3,344	100.0	86.9	67.3	12.0	7.5	13.1	4.4	2.3	6.4
1966	53,108	46,127	36,222	5,808	4,098	6,981	2,418	1,261	3,302	100.0	86.9	68.2	10.9	7.7	13.1	4.6	2.4	6.2
1966 [3]	51,708	45,909	36,191	5,802	3,916	5,799	2,001	1,162	2,546	100.0	88.8	70.0	11.2	7.6	11.2	4.0	2.2	4.9
1967	52,392	46,658	36,621	6,051	3,986	5,734	2,096	1,202	2,436	100.0	89.1	69.9	11.5	7.6	10.9	4.0	2.3	4.6
1968	53,312	47,313	37,014	6,111	4,188	5,999	2,237	1,227	2,535	100.0	88.7	69.4	11.5	7.9	11.3	4.2	2.3	4.8
1969	54,390	47,750	37,160	6,383	4,207	6,640	2,366	1,449	2,825	100.0	87.8	68.3	11.7	7.7	12.2	4.4	2.7	5.2
1970	54,919	48,082	36,295	7,157	4,630	6,837	2,436	1,449	2,952	100.0	87.6	66.1	13.1	8.4	12.4	4.4	2.6	5.3
1971	56,013	48,853	37,006	6,905	4,942	7,160	2,525	1,565	3,070	100.0	87.2	66.1	12.3	8.8	12.8	4.5	2.8	5.5
1972	57,054	50,022	38,398	6,752	4,872	7,032	2,388	1,513	3,131	100.0	87.7	67.3	11.8	8.6	12.3	4.2	2.7	5.5
FEMALE																		
1950	23,350	17,139	8,592	4,171	4,377	6,211	1,916	1,210	3,068	100.0	73.4	36.8	17.9	18.7	26.6	8.2	5.1	13.2
1951	24,598	18,206	9,248	4,500	4,458	6,392	1,834	1,322	3,236	100.0	74.0	37.6	18.3	18.1	26.0	7.5	5.4	13.2
1952	24,808	18,478	9,608	4,452	4,418	6,330	1,914	1,398	3,018	100.0	74.5	38.7	17.9	17.8	25.5	7.7	5.6	12.2
1953	24,536	18,473	9,699	4,686	4,088	6,063	1,929	1,278	2,856	100.0	75.3	39.5	19.1	16.7	24.7	7.9	5.2	11.6
1954	25,479	18,655	9,691	4,458	4,506	6,824	2,149	1,436	3,239	100.0	73.2	38.0	17.5	17.7	26.8	8.4	5.6	12.7
1955	27,729	19,767	10,497	4,596	4,674	7,962	2,843	1,507	3,612	100.0	71.3	37.9	16.5	16.9	28.7	10.3	5.4	13.0
1956	27,948	19,733	10,436	4,573	4,724	8,215	2,840	1,619	3,756	100.0	70.6	37.3	16.4	16.9	29.4	10.2	5.8	13.4
1957	28,955	19,988	10,729	4,631	4,628	8,967	2,854	1,757	4,356	100.0	69.0	37.0	16.0	16.0	31.0	9.9	6.1	15.0
1958	28,736	19,623	10,602	4,313	4,708	9,113	3,054	1,766	4,293	100.0	68.3	36.9	15.0	16.4	31.7	10.6	6.1	14.9
1959	29,189	20,007	10,528	4,685	4,794	9,182	2,962	1,880	4,340	100.0	68.5	36.1	16.1	16.4	31.5	10.1	6.4	14.9
1960	30,585	20,677	11,299	4,479	4,899	9,908	3,060	2,023	4,825	100.0	67.6	36.9	14.6	16.0	32.4	10.0	6.6	15.8
1961	30,433	20,751	11,237	4,608	4,906	9,682	2,951	1,905	4,826	100.0	68.2	36.9	15.1	16.1	31.8	9.7	6.3	15.9
1962	31,418	21,340	11,566	4,917	4,857	10,078	3,016	2,063	4,999	100.0	67.9	36.8	15.6	15.5	32.1	9.6	6.6	15.9
1963	32,188	21,873	11,862	4,879	5,132	10,315	3,131	2,079	5,105	100.0	68.0	36.9	15.2	15.9	32.0	9.7	6.5	15.9
1964	33,146	22,512	12,418	4,968	5,126	10,634	3,104	2,154	5,376	100.0	68.0	37.5	15.0	15.5	32.1	9.4	6.5	16.2
1965	33,767	23,145	13,092	4,865	5,188	10,622	3,092	2,071	5,459	100.0	68.5	38.8	14.4	15.4	31.5	9.2	6.1	16.2
1966	35,444	24,321	13,859	4,846	5,616	11,123	3,436	2,326	5,361	100.0	68.6	39.1	13.7	15.8	31.4	9.7	6.6	15.1
1966 [3]	34,558	24,231	13,858	4,845	5,528	10,327	3,316	2,218	4,793	100.0	70.1	40.1	14.0	16.0	29.9	9.6	6.4	13.9
1967	35,787	25,251	15,084	4,651	5,516	10,536	3,545	2,228	4,763	100.0	70.6	42.1	13.0	15.4	29.4	9.9	6.2	13.3
1968	36,918	25,953	15,271	5,004	5,678	10,965	3,532	2,493	4,940	100.0	70.3	41.4	13.6	15.4	29.7	9.6	6.8	13.4
1969	38,087	26,403	15,636	4,998	5,769	11,684	3,916	2,663	5,105	100.0	69.3	41.1	13.1	15.1	30.7	10.3	7.0	13.4
1970	38,704	26,261	15,738	4,966	5,557	12,443	3,873	2,904	5,666	100.0	67.8	40.7	12.8	14.3	32.1	10.0	7.5	14.6
1971	39,014	26,560	16,311	4,729	5,520	12,454	4,274	2,864	5,316	100.0	68.1	41.8	12.1	14.1	31.9	11.0	7.3	13.6
1972	39,918	27,604	16,981	4,839	5,784	12,314	4,131	2,780	5,403	100.0	69.2	42.5	12.1	14.5	30.8	10.3	7.0	13.5

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[1] Time worked includes paid vacation and paid sick leave.

[2] Usually worked 35 hours or more a week.

[3] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967.

Table B–15. Percent of Population With Work Experience During the Year, by Age and Sex, 1959–72

[Persons 14 years and over for 1959–66, 16 years and over for 1966 forward]

Sex and year	Total, 14 years and over	14 and 15 years	16 and 17 years	18 and 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 59 years	60 to 64 years	65 to 69 years	70 years and over
BOTH SEXES												
1959	64.0	31.6	53.9	73.7	75.2	70.3	73.8	76.1	69.2	61.1	40.4	18.5
1960	64.8	32.0	53.9	74.9	76.2	71.7	74.9	76.7	71.4	61.3	40.8	20.3
1961	63.5	31.5	50.4	72.2	74.5	70.9	74.2	75.8	72.0	60.3	40.2	18.7
1962	63.8	30.3	50.8	74.9	76.5	71.3	74.6	77.6	71.5	62.3	38.1	17.5
1963	63.7	29.5	48.7	73.7	77.8	72.0	74.4	77.4	72.8	60.6	39.3	17.0
1964	64.1	30.4	51.0	73.4	78.0	72.8	75.6	76.6	73.0	61.5	39.3	16.3
1965	64.0	31.7	52.5	74.8	78.2	72.8	75.3	76.3	71.7	62.2	37.5	15.3
1966	64.9	31.1	55.2	78.1	80.1	74.0	76.1	77.1	72.7	62.2	37.7	15.2
1966 [1]	66.9	----------	55.2	78.1	80.1	74.0	76.1	77.1	72.7	62.2	37.7	15.2
1967	67.2	----------	56.7	78.9	79.6	74.9	76.5	77.2	72.5	63.2	38.1	14.6
1968	67.6	----------	56.4	78.8	80.7	75.5	77.0	77.6	73.3	63.2	38.1	14.9
1969	67.9	----------	54.6	79.2	80.8	75.8	77.7	77.3	73.3	63.3	40.9	16.0
1970	67.4	----------	53.0	76.6	80.3	76.0	77.2	77.3	72.2	63.9	38.1	15.5
1971	66.7	----------	49.6	74.8	79.3	75.8	77.4	76.8	71.9	62.3	36.8	15.3
1972	66.8	----------	50.9	74.6	81.7	76.6	77.6	75.9	70.6	60.9	35.7	14.8
MALE												
1959	84.1	36.3	61.8	82.1	92.0	97.2	97.7	96.3	92.6	85.4	60.8	30.7
1960	84.5	38.2	62.7	84.1	92.9	98.1	97.9	96.6	93.4	85.1	58.4	33.4
1961	83.1	36.3	59.0	80.9	92.5	97.7	97.7	95.9	93.5	84.7	57.6	30.5
1962	82.8	35.8	59.7	83.9	92.2	97.5	97.9	96.5	93.4	86.1	54.7	28.7
1963	82.3	35.8	57.2	82.5	91.6	97.9	97.6	97.1	93.1	83.5	54.9	27.3
1964	82.5	35.0	59.5	84.9	92.5	97.8	97.9	96.6	92.9	84.1	57.3	25.7
1965	82.2	37.4	61.2	85.5	92.4	98.0	97.8	96.0	91.7	84.1	55.1	23.2
1966	82.6	37.6	64.0	87.0	93.4	98.4	98.1	96.5	91.6	83.6	54.8	23.7
1966 [1]	85.4	----------	64.0	87.0	93.4	98.4	98.1	96.5	91.6	83.6	54.8	23.7
1967	85.1	----------	65.5	87.1	90.2	98.1	97.9	96.1	92.3	83.9	54.5	23.2
1968	85.3	----------	65.8	87.0	91.0	97.9	97.9	96.2	92.0	84.7	55.6	23.1
1969	85.2	----------	63.7	87.0	89.8	97.8	98.0	96.0	91.8	83.6	57.7	25.6
1970	84.1	----------	60.4	82.6	88.9	97.0	97.5	95.6	91.7	83.2	54.1	24.5
1971	83.5	----------	56.7	81.4	88.5	96.8	97.1	95.1	91.7	81.6	51.8	25.2
1972	83.5	----------	57.8	81.5	90.8	96.5	97.1	94.8	89.7	80.3	51.4	23.5
FEMALE												
1959	45.6	26.8	45.9	66.4	61.3	45.7	51.8	56.9	47.3	39.1	22.5	8.9
1960	46.9	25.4	45.1	66.8	62.1	47.4	53.7	58.0	50.9	39.9	25.6	10.2
1961	45.8	26.4	41.8	64.7	59.4	46.6	52.8	57.0	51.9	38.4	25.3	9.5
1962	46.5	24.6	41.8	67.2	63.3	47.5	53.2	59.6	51.0	40.7	24.1	8.9
1963	46.9	23.0	40.1	66.3	66.1	48.5	53.1	58.9	53.8	40.0	26.2	9.1
1964	47.5	25.6	42.4	63.4	65.6	50.1	55.1	57.9	54.5	41.2	24.4	9.1
1965	47.6	25.7	43.7	64.9	66.5	50.1	54.6	57.9	53.1	42.5	22.9	9.4
1966	49.1	24.4	46.4	70.1	69.5	52.0	56.0	59.0	55.4	43.2	23.6	8.9
1966 [1]	50.4	----------	46.4	70.1	69.5	52.0	56.0	59.0	55.4	43.2	23.6	8.9
1967	51.3	----------	47.8	72.0	71.0	53.7	56.8	59.6	54.3	44.8	24.5	8.4
1968	52.0	----------	46.8	71.4	72.6	55.0	57.8	60.4	56.2	44.2	23.7	9.2
1969	52.6	----------	45.3	72.1	73.5	55.5	58.9	60.2	56.5	45.6	26.9	9.2
1970	52.5	----------	45.5	71.0	73.0	56.5	58.5	60.4	54.7	47.2	24.8	9.3
1971	51.7	----------	42.3	68.6	71.2	56.2	59.1	59.9	54.1	45.6	24.8	8.7
1972	52.0	----------	43.8	68.0	73.4	58.0	59.6	58.6	53.4	44.1	23.1	9.0

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[1] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967.

Table B-16. Persons With Work Experience During the Year, by Industry Group and Class of Worker of Longest Job, 1961–72 [1]

[Thousands of persons 14 years and over for 1961-66, 16 years and over for 1966 forward]

Industry group and class of worker	1972	1971	1970	1969	1968	1967	1966 [2]	1966 [3]	1965	1964	1963	1962	1961
All industry groups	96,972	96,027	93,623	92,477	90,230	88,179	86,266	88,553	86,186	85,124	83,227	82,057	80,287
Agriculture	4,725	4,871	4,768	4,722	4,936	5,184	5,021	5,604	6,348	7,051	6,796	7,179	7,502
Wage and salary workers	1,937	1,989	1,901	1,907	2,034	2,150	2,079	2,435	2,622	2,695	2,725	2,794	2,780
Self-employed workers	2,113	2,020	2,028	2,051	2,036	2,083	2,098	2,132	2,442	2,496	2,396	2,601	2,836
Unpaid family workers	675	862	839	764	866	951	844	1,037	1,284	1,860	1,675	1,784	1,886
Nonagricultural industries	92,247	90,156	88,855	87,755	85,294	82,995	81,245	82,949	79,838	78,073	76,431	74,878	72,785
Wage and salary workers	85,678	83,610	82,347	81,322	78,737	76,629	75,038	76,562	72,492	70,331	68,444	67,006	64,534
Mining	716	619	573	544	548	560	602	602	573	587	569	639	673
Construction	5,279	5,441	4,970	4,949	4,675	4,519	4,538	4,578	4,556	4,501	4,216	4,235	4,096
Manufacturing	22,381	21,953	22,540	23,640	22,819	22,532	22,248	22,477	21,297	20,364	20,076	19,533	18,255
Durable goods	12,861	12,481	13,109	13,955	13,258	13,086	12,788	12,807	11,928	11,475	11,285	10,934	10,043
Lumber and wood products	668	711	654	635	637	639	651	655	614	636	613	574	550
Furniture and fixtures	589	493	531	534	472	454	492	494	528	460	470	458	389
Stone, clay, and glass products	704	714	745	758	720	689	710	710	720	632	562	576	531
Primary metal industries	1,456	1,390	1,367	1,483	1,403	1,329	1,409	1,411	1,385	1,334	1,308	1,168	1,098
Fabricated metal products	1,549	1,429	1,511	1,900	1,768	1,751	1,648	1,650	1,455	1,533	1,635	1,527	1,409
Machinery	2,202	2,141	2,379	2,584	2,352	2,358	2,223	2,225	2,014	1,973	1,775	1,840	1,719
Electrical equipment	2,185	2,094	2,270	2,311	2,197	2,261	2,142	2,142	1,917	1,670	1,799	1,814	1,588
Transportation equipment	2,185	2,173	2,424	2,666	2,647	2,482	2,412	2,415	2,280	2,139	2,077	1,960	1,759
Automobiles	1,092	1,072	1,110	1,206	1,186	1,070	1,133	1,136	1,085	1,005	949	928	881
Other transportation equipment	1,093	1,101	1,314	1,460	1,461	1,412	1,279	1,279	1,195	1,134	1,128	1,032	878
Other durable goods	1,323	1,336	1,228	1,064	1,062	1,123	1,101	1,105	1,015	1,098	1,046	1,017	1,000
Nondurable goods	9,520	9,472	9,431	9,685	9,561	9,446	9,460	9,670	9,369	8,889	8,791	8,599	8,212
Food and kindred products	2,191	2,179	1,917	2,130	2,134	2,162	2,122	2,140	2,134	2,093	2,117	2,133	2,028
Textile mill products	1,062	1,067	1,037	1,133	1,224	1,165	1,158	1,162	1,169	1,109	1,082	959	911
Apparel and related products	1,539	1,625	1,671	1,585	1,523	1,517	1,639	1,640	1,625	1,558	1,466	1,487	1,327
Printing and publishing	1,385	1,329	1,370	1,246	1,236	1,226	1,318	1,503	1,458	1,258	1,387	1,332	1,289
Chemicals and allied products	1,160	1,172	1,260	1,294	1,201	1,223	1,213	1,214	1,014	1,063	1,004	949	984
Other nondurable goods	2,183	2,100	2,176	2,297	2,243	2,153	2,010	2,011	1,969	1,808	1,735	1,739	1,673
Transportation and public utilities	5,582	5,810	5,640	5,402	5,312	5,327	4,993	5,011	4,856	4,843	4,916	4,711	4,518
Railroads and railway express	593	713	757	712	700	811	849	852	812	896	910	932	925
Other transportation	2,473	2,545	2,308	2,297	2,240	2,193	1,914	1,925	1,894	1,916	1,920	1,810	1,590
Communications	1,224	1,287	1,357	1,191	1,205	1,136	1,101	1,102	1,016	913	922	860	912
Other public utilities	1,292	1,266	1,218	1,202	1,167	1,187	1,129	1,132	1,134	1,118	1,164	1,109	1,091
Wholesale and retail trade	18,185	17,322	16,782	15,813	15,319	15,307	15,027	15,339	14,293	14,012	13,358	13,462	13,033
Wholesale trade	3,426	3,048	3,051	2,629	2,623	2,672	2,551	2,579	2,586	2,388	2,260	2,337	2,458
Retail trade	14,759	14,274	13,731	13,184	12,696	12,635	12,476	12,760	11,707	11,624	11,098	11,125	10,575
Finance and service	28,604	27,762	27,061	25,952	25,076	23,875	23,242	24,161	22,893	21,988	21,266	20,508	20,233
Finance, insurance, real estate	4,487	4,353	4,146	4,044	3,687	3,605	3,606	3,617	3,476	3,331	3,264	3,052	3,081
Business and repair services	2,589	2,354	2,227	2,192	2,057	1,944	1,783	1,811	1,746	1,667	1,647	1,646	1,471
Private households	2,061	2,351	2,491	2,572	2,755	2,756	2,949	3,623	3,847	3,849	3,772	3,916	3,964
Personal services, exc. private households	2,062	2,060	2,195	2,254	2,281	2,226	2,093	2,114	2,146	2,173	2,018	1,895	2,145
Entertainment and recreation services	1,006	869	945	885	915	932	875	950	807	768	848	795	852
Medical and other health services	5,538	5,296	4,985	4,701	4,517	3,985	3,958	3,984	3,608	3,393	3,287	3,092	2,915
Welfare and religious services	1,213	1,123	1,123	909	915	806	814	827	754	825	790	783	736
Educational services	7,962	7,640	7,396	7,042	6,656	6,349	5,952	6,008	5,318	4,808	4,556	4,325	4,101
Other professional services	1,578	1,606	1,435	1,228	1,210	1,172	1,112	1,124	1,077	1,058	969	883	861
Forestry and fisheries	108	91	118	125	83	100	100	103	114	116	115	121	107
Public administration	4,931	4,703	4,781	5,022	4,988	4,509	4,388	4,394	4,024	4,036	4,043	3,918	3,726
Self-employed workers	5,687	5,553	5,565	5,454	5,533	5,333	5,590	5,734	6,640	6,614	6,790	6,782	7,170
Unpaid family workers	882	993	943	979	1,024	1,033	617	653	706	1,128	1,197	1,090	1,081

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[1] Data for 1955-60 were published in the *1967 Manpower Report*.

[2] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967. See also footnote 3.

[3] The estimates for 1966 forward are not strictly comparable with those of prior years aside from the age difference because of earlier misclassification of some wage and salary workers as self-employed. The change in classification resulted in a shift of about 750,000 in 1966 from nonfarm self-employment to wage and salary employment, affecting primarily the data for trade and service industries.

Table B–17. Percent of Persons With Work Experience During the Year Who Worked Year Round at Full-Time Jobs, by Industry Group and Class of Worker of Longest Job, 1961–72 [1]

[Percent of persons 14 years and over for 1961–66, 16 years and over for 1966 forward]

Industry group and class of worker	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963	1962	1961
All industry groups	57.1	56.1	55.6	57.1	57.9	58.6	58.0	56.6	56.1	55.0	54.6	53.7	53.6
Agriculture	48.6	43.7	43.9	45.8	46.1	46.4	47.4	42.8	40.4	37.7	37.6	37.9	40.9
Wage and salary workers	33.2	30.2	27.9	29.6	28.4	30.0	30.8	26.6	23.0	22.0	22.5	21.2	23.8
Self-employed workers	70.9	67.6	69.7	70.2	75.3	75.8	75.3	74.1	72.4	73.6	72.7	72.5	74.8
Unpaid family workers	22.5	18.9	17.5	21.1	18.8	18.9	18.7	16.7	15.1	12.3	11.8	13.5	15.3
Nonagricultural industries	57.5	56.8	56.2	57.7	58.6	59.4	58.7	57.5	57.4	56.6	56.1	55.2	54.9
Wage and salary workers	57.6	56.8	56.2	57.8	58.7	59.5	58.5	57.3	57.2	56.3	55.8	54.9	54.6
Mining	70.9	61.2	69.3	65.4	70.8	70.5	73.6	73.6	68.8	67.5	68.2	67.6	64.8
Construction	52.8	50.2	50.9	54.1	55.2	55.6	53.9	53.5	51.5	48.8	45.8	43.2	41.5
Manufacturing	67.5	67.0	65.6	68.2	69.5	69.7	69.6	68.9	69.2	67.7	67.1	64.8	63.7
Durable goods	69.5	69.9	67.5	70.6	72.3	71.8	72.4	72.3	72.4	70.7	70.7	67.6	65.9
Lumber and wood products	58.2	59.2	53.2	57.2	61.5	55.7	59.6	59.2	52.9	52.8	50.1	50.3	46.9
Furniture and fixtures	55.0	66.7	61.8	71.5	69.7	68.5	70.5	70.2	70.8	67.0	65.7	64.8	63.5
Stone, clay, and glass products	67.3	68.1	71.1	74.4	71.2	72.0	73.8	73.8	72.8	72.9	72.4	62.0	64.0
Primary metal industries	75.2	70.6	74.4	75.3	71.8	77.8	76.5	76.4	77.3	80.1	73.9	69.1	67.8
Fabricated metal products	66.0	66.9	64.9	70.5	71.9	72.9	72.9	72.8	72.5	70.4	71.1	71.0	68.6
Machinery	73.5	72.1	71.9	74.7	76.2	75.8	77.8	77.8	77.9	76.6	76.3	73.3	73.7
Electrical equipment	70.3	71.6	68.5	67.8	72.7	69.8	67.7	67.7	70.7	73.5	70.5	70.1	71.3
Transportation equipment	73.7	73.5	64.4	70.6	75.2	72.0	74.1	74.0	72.3	67.7	75.2	70.1	61.0
Automobiles	76.0	73.7	52.6	65.2	71.7	64.5	68.8	68.6	69.8	58.1	70.8	67.8	52.3
Other transportation equipment	71.4	73.4	74.4	75.[illegible]	78.1	77.6	78.9	78.9	74.6	76.3	78.8	72.2	69.7
Other durable goods	66.1	68.0	66.6	65.4	65.3	68.4	68.1	67.9	70.3	60.7	61.9	55.7	58.8
Nondurable goods	64.8	63.3	62.8	64.7	65.6	66.8	65.8	64.4	65.0	63.8	62.4	61.3	61.1
Food and kindred products	65.0	59.2	59.4	62.4	63.4	64.6	64.8	64.3	64.9	64.0	63.2	61.3	58.4
Textile mill products	64.3	63.4	63.7	66.6	66.4	66.3	69.9	69.6	69.4	65.7	64.2	59.0	59.2
Apparel and related products	51.2	48.5	48.5	51.3	55.4	52.9	49.2	49.2	50.2	47.1	45.4	44.0	44.8
Printing and publishing	63.0	62.8	63.1	62.4	62.1	66.9	61.1	53.6	55.0	54.3	52.2	51.4	54.5
Chemicals and allied products	78.9	80.1	79.2	78.7	76.9	79.9	79.9	79.8	78.5	79.3	76.6	77.1	79.4
Other nondurable goods	67.9	69.9	66.8	68.7	70.0	71.8	72.6	72.6	75.4	74.3	74.6	76.3	72.7
Transportation and public utilities	72.7	71.4	71.5	72.2	73.2	75.5	75.7	75.5	75.8	75.4	72.8	72.2	73.2
Railroads and railway express	80.9	75.3	78.6	80.3	80.9	80.8	83.6	83.4	82.5	78.6	77.3	73.3	77.0
Other transportation	64.3	63.7	62.5	66.0	68.7	69.1	67.6	67.2	65.9	66.8	64.1	63.4	62.8
Communications	75.9	73.6	72.2	72.0	67.4	74.5	74.0	74.0	78.0	78.0	73.8	77.7	76.1
Other public utilities	82.1	82.4	83.5	79.3	83.4	84.8	85.1	84.9	85.4	85.3	82.7	81.4	82.5
Wholesale and retail trade	45.1	44.7	43.8	45.2	47.5	47.9	47.1	46.2	47.8	46.8	46.5	47.5	48.4
Wholesale trade	71.4	68.9	68.3	69.9	70.9	70.5	70.6	69.9	72.3	70.8	68.1	67.1	70.1
Retail trade	38.9	39.5	38.3	40.3	42.6	43.1	42.3	41.4	42.4	41.8	42.2	43.4	43.3
Finance and service	52.4	51.1	50.3	50.0	49.4	50.9	48.6	46.8	45.3	44.5	44.4	43.9	44.3
Finance, insurance, real estate	68.0	66.1	67.7	66.8	67.7	70.0	68.8	68.6	69.7	68.2	68.6	67.3	66.0
Business and repair services	50.1	53.1	50.5	54.8	57.7	57.6	56.8	55.9	54.6	53.7	53.7	55.8	53.8
Private households	17.8	15.3	15.3	15.2	18.6	17.7	17.1	13.9	14.9	13.5	13.8	15.4	16.6
Personal services, exc. private households	36.3	38.6	38.8	41.0	41.6	43.6	43.1	42.7	43.8	37.4	41.8	41.2	42.7
Entertainment and recreation services	28.6	28.2	27.3	30.2	28.5	31.2	31.2	28.7	25.3	24.6	26.6	26.8	28.6
Medical and other health services	57.0	54.8	52.5	51.1	52.6	56.5	52.9	52.5	54.9	55.5	54.2	55.1	53.9
Welfare and religious services	55.8	56.9	56.3	54.2	52.2	52.2	52.3	51.5	51.7	53.1	51.8	56.4	59.5
Educational services	55.4	54.8	54.0	54.0	50.4	52.1	48.5	48.0	41.9	43.2	41.8	40.3	42.4
Other professional services	59.4	56.8	61.8	61.5	59.6	61.4	60.8	60.1	57.4	61.2	59.8	56.9	60.7
Forestry and fisheries	38.0	52.7	41.5	41.6	50.6	52.0	53.0	52.4	33.3	44.0	32.2	45.5	29.0
Public administration	76.0	76.7	74.4	76.1	76.7	76.7	76.3	76.2	77.6	79.8	78.8	78.3	77.6
Self-employed workers	60.8	61.0	61.6	62.0	64.6	65.0	64.3	62.7	62.6	65.0	65.1	63.1	61.9
Unpaid family workers	28.8	29.0	29.1	23.5	24.1	25.7	32.3	30.5	30.2	27.0	23.6	25.8	25.1

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[1] Data for 1950–60 were published in the *1967 Manpower Report*.

[2] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967.

Table B–18. Extent of Unemployment During the Year, by Sex, 1961–72 [1]

[Persons 14 years and over for 1961–66, 16 years and over for 1966 forward]

Item	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963	1962	1961
	Number (thousands)												
BOTH SEXES													
Total working or looking for work	99,029	97,185	95,342	93,640	91,480	89,432	87,540	89,924	87,591	86,837	85,038	83,944	81,963
Percent with unemployment	15.4	16.3	15.3	12.5	12.4	12.9	13.0	12.9	14.1	16.2	16.7	18.2	18.4
Number with unemployment	15,287	15,851	14,565	11,744	11,332	11,564	11,387	11,602	12,334	14,052	14,211	15,256	15,096
Did not work but looked for work	2,057	2,158	1,719	1,163	1,250	1,253	1,274	1,371	1,405	1,713	1,811	1,887	1,676
Worked during year	13,230	13,693	12,846	10,581	10,082	10,311	10,113	10,231	10,929	12,339	12,400	13,369	13,420
Year-round workers [3] with 1 or 2 weeks of unemployment	1,154	1,106	1,179	1,396	1,285	1,381	1,269	1,269	1,207	1,121	1,239	1,129	1,036
Part-year workers [4] with unemployment	12,076	12,587	11,667	9,185	8,797	8,930	8,844	8,962	9,722	11,218	11,161	12,240	12,384
Weeks unemployed: 1 to 4	3,401	3,130	3,301	3,614	3,632	3,357	3,348	3,403	3,151	3,060	2,708	2,993	3,098
5 to 10	2,608	2,709	2,729	2,177	1,989	2,073	2,038	2,059	2,208	2,550	2,407	2,759	2,559
11 to 14	1,512	1,690	1,669	1,057	1,036	1,177	1,047	1,058	1,286	1,514	1,595	1,700	1,669
15 to 26	2,699	2,946	2,468	1,542	1,406	1,520	1,567	1,585	1,995	2,444	2,622	2,768	2,849
27 or more	1,856	2,112	1,500	795	734	803	844	857	1,082	1,650	1,840	2,020	2,209
Two spells of unemployment or more	4,308	4,451	4,310	3,417	3,122	3,357	3,411	3,458	3,942	4,755	4,635	5,219	4,963
2 spells	2,097	2,204	2,088	1,603	1,471	1,503	1,465	1,479	1,765	2,342	2,246	2,524	2,299
3 spells or more	2,211	2,247	2,222	1,814	1,651	1,854	1,946	1,979	2,177	2,413	2,389	2,695	2,664
MALE													
Total working or looking for work	57,796	56,841	55,589	54,755	53,677	52,788	52,103	53,576	52,958	52,645	51,817	51,412	50,610
Percent with unemployment	15.2	16.4	15.5	12.3	11.7	12.6	12.5	12.4	14.0	16.3	17.2	18.8	19.4
Number with unemployment	8,798	9,316	8,614	6,709	6,263	6,655	6,503	6,658	7,428	8,563	8,923	9,686	9,846
Did not work but looked for work	742	828	670	365	365	396	395	467	539	667	778	773	756
Worked during year	8,056	8,488	7,944	6,344	5,898	6,259	6,108	6,191	6,889	7,896	8,145	8,913	9,090
Year-round workers [3] with 1 or 2 weeks of unemployment	827	767	834	963	900	1,002	923	923	886	815	934	817	791
Part-year workers [4] with unemployment	7,229	7,721	7,110	5,381	4,998	5,257	5,185	5,268	6,003	7,081	7,211	8,096	8,299
Weeks unemployed: 1 to 4	1,744	1,701	1,742	1,861	1,875	1,743	1,727	1,767	1,694	1,675	1,521	1,668	1,709
5 to 10	1,675	1,734	1,759	1,386	1,215	1,310	1,286	1,300	1,391	1,706	1,609	1,891	1,878
11 to 14	994	1,081	1,090	700	647	759	707	718	872	1,038	1,122	1,194	1,217
15 to 26	1,714	1,921	1,585	980	870	979	972	980	1,347	1,605	1,802	1,960	2,027
27 or more	1,102	1,284	934	454	391	466	493	503	699	1,057	1,157	1,383	1,468
Two spells of unemployment or more	2,814	2,991	2,914	2,262	2,015	2,228	2,295	2,328	2,769	3,314	3,269	3,805	3,618
2 spells	1,323	1,445	1,379	1,003	901	908	900	913	1,147	1,576	1,526	1,788	1,663
3 spells or more	1,491	1,546	1,535	1,259	1,114	1,320	1,395	1,415	1,622	1,738	1,743	2,017	2,015
FEMALE													
Total working or looking for work	41,233	40,344	39,753	38,885	37,803	36,644	35,437	36,348	34,633	34,192	33,221	32,532	31,353
Percent with unemployment	15.7	16.2	15.0	12.9	13.4	13.4	13.8	13.6	14.2	16.1	15.9	17.1	16.7
Number with unemployment	6,489	6,535	5,951	5,035	5,069	4,909	4,884	4,944	4,906	5,489	5,288	5,570	5,250
Did not work but looked for work	1,315	1,330	1,049	798	885	857	879	904	866	1,046	1,033	1,114	920
Worked during year	5,174	5,205	4,902	4,237	4,184	4,052	4,005	4,040	4,040	4,443	4,255	4,456	4,330
Year-round workers [3] with 1 or 2 weeks of unemployment	327	339	345	433	385	379	346	346	321	306	305	312	245
Part-year workers [4] with unemployment	4,847	4,866	4,557	3,804	3,799	3,673	3,659	3,694	3,719	4,137	3,950	4,144	4,085
Weeks unemployed: 1 to 4	1,657	1,429	1,559	1,753	1,757	1,614	1,621	1,636	1,457	1,385	1,187	1,325	1,389
5 to 10	933	975	970	791	774	763	752	759	817	844	798	868	681
11 to 14	518	609	579	357	389	418	340	340	414	476	473	506	452
15 to 26	985	1,025	883	562	536	541	595	605	640	839	809	808	822
27 or more	754	828	566	341	343	337	351	354	383	593	683	637	741
Two spells of unemployment or more	1,494	1,460	1,396	1,155	1,107	1,129	1,116	1,130	1,173	1,441	1,366	1,414	1,345
2 spells	774	759	709	600	570	595	565	566	618	766	720	736	696
3 spells or more	720	701	687	555	537	534	551	564	555	675	646	678	649

Footnotes at end of table.

Table B–18. Extent of Unemployment During the Year, by Sex, 1961–72 [1]—Continued

Item	1972	1971	1970	1969	1968	1967	1966 [2]	1966	1965	1964	1963	1962	1961
	Percent distribution of unemployed persons with work experience during the year												
BOTH SEXES													
Total who worked during year	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Year-round workers [3] with 1 or 2 weeks of unemployment	8.7	8.1	9.2	13.2	12.7	13.4	12.5	12.4	11.0	9.1	10.0	8.4	7.7
Part-year workers [4] with unemployment	91.2	91.9	90.8	86.8	87.3	86.6	87.5	87.6	89.0	90.9	90.0	91.6	92.3
Weeks unemployed: 1 to 4	25.7	22.9	25.7	34.2	36.0	32.6	33.1	33.3	28.8	24.8	21.8	22.4	23.1
5 to 10	19.7	19.8	21.2	20.6	19.7	20.1	20.2	20.1	20.2	20.7	19.4	20.6	19.1
11 to 14	11.4	12.3	13.0	10.0	10.3	11.4	10.4	10.3	11.8	12.3	12.9	12.7	12.4
15 to 26	20.4	21.5	19.2	14.6	13.9	14.7	15.5	15.5	18.3	19.8	21.1	20.7	21.2
27 or more	14.0	15.4	11.7	7.5	7.3	7.8	8.3	8.4	9.9	12.4	14.8	15.1	16.5
Two spells of unemployment or more	32.5	32.5	33.6	32.3	31.0	32.6	33.7	33.8	36.1	38.5	37.4	39.0	37.0
2 spells	15.8	16.1	16.3	15.1	14.6	14.6	14.5	14.5	16.1	19.0	18.1	18.9	17.1
3 spells or more	16.7	16.4	17.3	17.1	16.4	18.0	19.2	19.3	19.9	19.6	19.3	20.2	19.8
MALE													
Total who worked during year	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Year round workers [3] with 1 or 2 weeks of unemployment	10.3	9.0	10.5	15.2	15.3	16.0	15.1	14.9	12.9	10.3	11.5	9.2	8.7
Part-year workers [4] with unemployment	89.7	91.0	89.5	84.8	84.7	84.0	84.9	85.1	87.1	89.7	88.5	90.8	91.3
Weeks unemployed: 1 to 4	21.6	20.0	21.9	29.3	31.8	27.8	28.3	28.5	24.6	21.2	18.7	18.7	18.8
5 to 10	20.8	20.4	22.1	21.8	20.6	20.9	21.1	21.0	20.2	21.6	19.8	21.2	20.7
11 to 14	12.3	12.7	13.7	11.0	11.0	12.1	11.6	11.6	12.7	13.1	13.8	13.4	13.4
15 to 26	21.3	22.6	20.0	15.4	14.8	15.6	15.9	15.8	19.6	20.3	22.1	22.0	22.3
27 or more	13.7	15.1	11.8	7.2	6.6	7.4	8.1	8.1	10.1	13.4	14.2	15.5	16.1
Two spells of unemployment or more	34.9	35.2	36.7	35.7	34.2	35.6	37.6	37.6	40.2	42.0	40.1	42.7	39.8
2 spells	16.4	17.0	17.4	15.8	15.3	14.5	14.7	14.7	16.6	20.0	18.7	20.1	17.6
3 spells or more	18.5	18.2	19.3	19.8	18.9	21.1	22.8	22.9	23.5	22.0	21.4	22.6	22.2
FEMALE													
Total who worked during year	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Year-round workers [3] with 1 or 2 weeks of unemployment	6.3	6.5	7.0	10.2	9.2	9.4	8.6	8.6	7.9	6.9	7.2	7.0	5.7
Part-year workers [4] with unemployment	93.6	93.5	93.0	89.8	90.8	90.6	91.4	91.4	92.1	93.1	92.8	93.0	94.3
Weeks unemployed: 1 to 4	32.0	27.5	31.8	41.4	42.0	39.8	40.5	40.5	36.1	31.2	27.9	29.7	32.1
5 to 10	18.0	18.7	19.8	18.7	18.5	18.8	18.8	18.8	20.2	19.0	18.8	19.5	15.7
11 to 14	10.0	11.7	11.8	8.4	9.3	10.3	8.5	8.4	10.2	10.7	11.1	11.4	10.4
15 to 26	19.0	19.7	18.0	13.3	12.8	13.4	14.9	15.0	16.0	18.9	19.0	18.1	19.0
27 or more	14.6	15.9	11.5	8.0	8.2	8.3	8.8	8.8	9.5	13.3	16.1	14.3	17.1
Two spells of unemployment or more	28.9	28.0	28.5	27.3	26.5	27.9	27.9	28.0	29.0	32.4	32.1	31.7	31.1
2 spells	15.0	14.6	14.5	14.2	13.6	14.7	14.1	14.0	15.3	17.2	16.9	16.5	16.1
3 spells or more	13.9	13.5	14.0	13.1	12.8	13.2	13.8	14.0	13.7	15.2	15.2	15.2	15.0

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[1] Data for 1957–60 were published in the *1970 Manpower Report*.

[2] Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967.

[3] Worked 50 weeks or more.

[4] Worked less than 50 weeks.

NOTE: No benchmark revisions of national estimates at the division level were made during 1973. However, several revisions were introduced in 1973 to correct for estimating errors below the division level. The only data published in this section that were affected are weekly earnings and hours for tobacco, beginning 1971.

Beginning 1959, the data include Alaska and Hawaii and are therefore not strictly comparable with previous years. This inclusion resulted in an increase of about 210,000 in the 1959 average of total nonagricultural employment. For hours and earnings and labor turnover data, the effect of the inclusion was insignificant.

Table C–1. Total Employment on Payrolls of Nonagricultural Establishments, by Industry Division: Annual Averages, 1947–73

Year	Total	Private												Government		
		Total private	Mining	Contract construction	Manufacturing			Transportation and public utilities	Wholesale and retail trade			Finance, insurance, and real estate	Services	Total government	Federal[1]	State and local
					Total	Durable goods	Nondurable goods		Total	Wholesale	Retail					
	Number (thousands)															
1947	43,881	38,407	955	1,982	15,545	8,385	7,159	4,166	8,955	2,361	6,595	1,754	5,050	5,474	1,892	3,582
1948	44,891	39,241	994	2,169	15,582	8,326	7,256	4,189	9,272	2,489	6,783	1,829	5,206	5,650	1,863	3,787
1949	43,778	37,922	930	2,165	14,441	7,489	6,953	4,001	9,264	2,487	6,778	1,857	5,264	5,856	1,908	3,948
1950	45,222	39,196	901	2,333	15,241	8,094	7,147	4,034	9,386	2,518	6,868	1,919	5,382	6,026	1,928	4,098
1951	47,849	41,460	929	2,603	16,393	9,089	7,304	4,226	9,742	2,606	7,136	1,991	5,576	6,389	2,302	4,087
1952	48,825	42,216	898	2,634	16,632	9,349	7,284	4,248	10,004	2,687	7,317	2,069	5,730	6,609	2,420	4,188
1953	50,232	43,587	866	2,623	17,549	10,110	7,438	4,290	10,247	2,727	7,520	2,146	5,867	6,645	2,305	4,340
1954	49,022	42,271	791	2,612	16,314	9,129	7,185	4,084	10,235	2,739	7,496	2,234	6,002	6,751	2,188	4,563
1955	50,675	43,761	792	2,802	16,882	9,541	7,340	4,141	10,535	2,796	7,740	2,335	6,274	6,914	2,187	4,727
1956	52,408	45,131	822	2,999	17,243	9,834	7,409	4,244	10,858	2,884	7,974	2,429	6,536	7,277	2,209	5,069
1957	52,894	45,278	828	2,923	17,174	9,856	7,319	4,241	10,886	2,893	7,992	2,477	6,749	7,616	2,217	5,399
1958	51,363	43,524	751	2,778	15,945	8,830	7,116	3,976	10,750	2,848	7,902	2,519	6,806	7,839	2,191	5,648
1959	53,313	45,230	732	2,960	16,675	9,373	7,303	4,011	11,127	2,946	8,182	2,594	7,130	8,083	2,233	5,850
1960	54,234	45,881	712	2,885	16,796	9,459	7,336	4,004	11,391	3,004	8,388	2,669	7,423	8,353	2,270	6,083
1961	54,042	45,448	672	2,816	16,326	9,070	7,256	3,903	11,337	2,993	8,344	2,731	7,664	8,594	2,279	6,315
1962	55,596	46,708	650	2,902	16,853	9,480	7,373	3,906	11,566	3,056	8,511	2,800	8,028	8,890	2,340	6,550
1963	56,702	47,477	635	2,963	16,995	9,616	7,380	3,903	11,778	3,104	8,675	2,877	8,325	9,225	2,358	6,868
1964	58,331	48,735	634	3,050	17,274	9,816	7,458	3,951	12,160	3,189	8,971	2,957	8,709	9,596	2,348	7,248
1965	60,815	50,741	632	3,186	18,062	10,406	7,656	4,036	12,716	3,312	9,404	3,023	9,087	10,074	2,378	7,696
1966	63,955	53,163	627	3,275	19,214	11,284	7,930	4,151	13,245	3,437	9,808	3,100	9,551	10,792	2,564	8,227
1967	65,857	54,459	613	3,208	19,447	11,439	8,008	4,261	13,606	3,525	10,081	3,225	10,099	11,398	2,719	8,679
1968	67,915	56,070	606	3,285	19,781	11,626	8,155	4,310	14,084	3,611	10,473	3,382	10,623	11,845	2,737	9,109
1969	70,284	58,082	619	3,435	20,167	11,895	8,272	4,429	14,639	3,733	10,906	3,564	11,229	12,202	2,758	9,444
1970	70,593	58,058	623	3,381	19,349	11,195	8,154	4,493	14,914	3,812	11,102	3,688	11,612	12,535	2,705	9,830
1971	70,645	57,790	602	3,411	18,529	10,565	7,964	4,442	15,142	3,809	11,333	3,796	11,869	12,856	2,664	10,191
1972	72,764	59,475	607	3,521	18,933	10,884	8,049	4,495	15,683	3,918	11,765	3,927	12,[illegible]	13,290	2,650	10,640
1973 p	75,570	61,918	625	3,649	19,821	11,634	8,187	4,610	16,294	4,082	12,212	4,053	12,865	13,652	2,624	11,028
	Percent distribution															
1947	100.0	87.5	2.2	4.5	35.4	19.1	16.3	9.5	20.4	5.4	15.0	4.0	11.5	12.5	4.3	8.2
1948	100.0	87.4	2.2	4.8	34.7	18.5	16.2	9.3	20.7	5.5	15.1	4.1	11.6	12.6	4.2	8.4
1949	100.0	86.6	2.1	4.9	33.0	17.1	15.9	9.1	21.2	5.7	15.5	4.2	12.0	13.4	4.4	9.0
1950	100.0	86.7	2.0	5.2	33.7	17.9	15.8	8.9	20.8	5.6	15.2	4.2	11.9	13.3	4.3	9.1
1951	100.0	86.6	1.9	5.4	34.3	19.0	15.3	8.8	20.4	5.4	14.9	4.2	11.7	13.4	4.8	8.5
1952	100.0	86.5	1.8	5.4	34.1	19.1	14.9	8.7	20.5	5.5	15.0	4.2	11.7	13.5	5.0	8.6
1953	100.0	86.8	1.7	5.2	34.9	20.1	14.8	8.5	20.4	5.4	15.0	4.3	11.7	13.2	4.6	8.6
1954	100.0	86.2	1.6	5.3	33.3	18.6	14.7	8.3	20.9	5.6	15.3	4.6	12.2	13.8	4.5	9.3
1955	100.0	86.4	1.6	5.5	33.3	18.8	14.5	8.2	20.8	5.5	15.3	4.6	12.4	13.6	4.3	9.3
1956	100.0	86.1	1.6	5.7	32.9	18.8	14.1	8.1	20.7	5.5	15.2	4.6	12.5	13.9	4.2	9.7
1957	100.0	85.6	1.6	5.5	32.5	18.6	13.8	8.0	20.6	5.5	15.1	4.7	12.8	14.4	4.2	10.2
1958	100.0	84.7	1.5	5.4	31.0	17.2	13.9	7.7	20.9	5.5	15.4	4.9	13.3	15.3	4.3	11.0
1959	100.0	84.8	1.4	5.6	31.3	17.6	13.7	7.5	20.9	5.5	15.3	4.9	13.4	15.2	4.2	11.0
1960	100.0	84.6	1.3	5.3	31.0	17.4	13.5	7.4	21.0	5.5	15.5	4.9	13.7	15.4	4.2	11.2
1961	100.0	84.1	1.2	5.2	30.2	16.8	13.4	7.2	21.0	5.5	15.4	5.1	14.2	15.9	4.2	11.7
1962	100.0	84.0	1.2	5.2	30.3	17.1	13.3	7.0	20.8	5.5	15.3	5.0	14.4	16.0	4.2	11.8
1963	100.0	83.7	1.1	5.2	30.0	17.0	13.0	6.9	20.8	5.5	15.3	5.1	14.7	16.3	4.2	12.1
1964	100.0	83.5	1.1	5.2	29.6	16.8	12.8	6.8	20.8	5.5	15.4	5.1	14.9	16.5	4.0	12.4
1965	100.0	83.4	1.0	5.2	29.7	17.1	12.6	6.6	20.9	5.4	15.5	5.0	14.9	16.6	3.9	12.7
1966	100.0	83.1	1.0	5.1	30.0	17.6	12.4	6.5	20.7	5.4	15.3	4.8	14.9	16.9	4.0	12.9
1967	100.0	82.7	.9	4.9	29.5	17.4	12.2	6.5	20.7	5.4	15.3	4.9	15.3	17.3	4.1	13.2
1968	100.0	82.6	.9	4.8	29.1	17.1	12.0	6.3	20.7	5.3	15.4	5.0	15.6	17.4	4.0	13.4
1969	100.0	82.6	.9	4.9	28.7	16.9	11.8	6.3	20.8	5.3	15.5	5.1	16.0	17.4	3.9	13.4
1970	100.0	82.2	.9	4.8	27.4	15.9	11.6	6.4	21.1	5.4	15.7	5.2	16.4	17.8	3.8	13.9
1971	100.0	81.8	.9	4.8	26.2	15.0	11.3	6.3	21.4	5.4	16.0	5.4	16.8	18.2	3.8	14.4
1972	100.0	81.7	.8	4.8	26.0	15.0	11.1	6.2	21.6	5.4	16.2	5.4	16.9	18.3	3.6	14.6
1973 p	100.0	81.9	.8	4.8	26.2	15.4	10.8	6.1	21.6	5.4	16.2	5.4	17.0	18.1	3.5	14.6

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p Preliminary.

[1] Data are prepared by the U.S. Civil Service Commission and relate to civilian employment only, excluding the Central Intelligence and National Security Agencies.

Table C-2. Production or Nonsupervisory Workers [1] and Nonproduction Workers on Private Payrolls, and Nonproduction Workers as Percent of Total Employment, by Industry Division: Annual Averages, 1947–73

Year	Total private	Mining	Contract construction	Manufacturing			Transportation and public utilities	Wholesale and retail trade			Finance, insurance, real estate [2]	Services
				Total	Durable goods	Nondurable goods		Total	Wholesale	Retail		
	Production or nonsupervisory workers (thousands)											
1947	33,747	871	1,759	12,990	7,028	5,962	(3)	8,241	2,165	6,076	1,460	(3)
1948	34,489	906	1,924	12,910	6,925	5,986	(3)	8,629	2,274	6,355	1,521	(3)
1949	33,159	839	1,919	11,790	6,122	5,669	(3)	8,595	2,267	6,328	1,542	(3)
1950	34,349	816	2,069	12,523	6,705	5,817	(3)	8,742	2,294	6,448	1,591	(3)
1951	36,225	840	2,308	13,368	7,480	5,888	(3)	9,091	2,365	6,726	1,649	(3)
1952	36,643	801	2,324	13,359	7,550	5,810	(3)	9,333	2,439	6,894	1,711	(3)
1953	37,694	765	2,305	14,055	8,154	5,901	(3)	9,510	2,459	7,051	1,771	(3)
1954	36,276	686	2,281	12,817	7,194	5,623	(3)	9,456	2,442	7,014	1,837	(3)
1955	37,500	680	2,440	13,288	7,548	5,740	(3)	9,675	2,479	7,196	1,920	(3)
1956	38,495	701	2,613	13,436	7,669	5,767	(3)	9,933	2,547	7,386	1,994	(3)
1957	38,384	695	2,537	13,189	7,550	5,638	(3)	9,923	2,541	7,382	2,031	(3)
1958	36,608	611	2,384	11,997	6,579	5,419	(3)	9,736	2,477	7,259	2,063	(3)
1959	38,080	590	2,538	12,603	7,033	5,570	(3)	10,087	2,562	7,525	2,121	(3)
1960	38,516	570	2,459	12,586	7,028	5,559	(3)	10,315	2,605	7,710	2,181	(3)
1961	37,989	532	2,390	12,083	6,618	5,465	(3)	10,234	2,584	7,650	2,225	(3)
1962	38,979	512	2,462	12,488	6,935	5,553	(3)	10,400	2,625	7,775	2,274	(3)
1963	39,553	498	2,523	12,555	7,027	5,527	(3)	10,560	2,656	7,904	2,329	(3)
1964	40,589	497	2,597	12,781	7,213	5,569	3,484	10,869	2,719	8,151	2,386	7,974
1965	42,309	494	2,710	13,434	7,715	5,719	3,555	11,358	2,814	8,544	2,426	8,331
1966	44,281	487	2,784	14,297	8,370	5,926	3,632	11,820	2,911	8,909	2,476	8,786
1967	45,169	469	2,708	14,308	8,364	5,944	3,712	12,121	2,971	9,151	2,566	9,284
1968	46,476	461	2,768	14,514	8,457	6,056	3,749	12,528	3,036	9,492	2,687	9,768
1969	48,105	472	2,896	14,767	8,651	6,116	3,852	13,034	3,139	9,895	2,835	10,250
1970	47,934	473	2,820	14,020	8,042	5,978	3,897	13,264	3,203	10,061	2,918	10,542
1971	47,732	451	2,832	13,434	7,598	5,836	3,844	13,439	3,181	10,258	2,984	10,748
1972	49,223	459	2,908	13,838	7,919	5,919	3,883	13,923	3,278	10,645	3,072	11,140
1973 p	51,283	475	3,012	14,577	8,548	6,028	3,966	14,457	3,413	11,044	3,146	11,649
	Nonproduction workers (thousands)											
1947	4,660	84	223	2,555	1,357	1,197	(3)	714	196	519	294	(3)
1948	4,751	88	245	2,672	1,401	1,270	(3)	643	215	428	308	(3)
1949	4,763	91	246	2,651	1,367	1,284	(3)	669	220	450	315	(3)
1950	4,847	85	264	2,718	1,389	1,330	(3)	644	224	420	328	(3)
1951	5,234	89	295	3,025	1,609	1,416	(3)	651	241	410	342	(3)
1952	5,574	97	310	3,273	1,799	1,474	(3)	671	248	423	358	(3)
1953	5,893	101	318	3,494	1,956	1,537	(3)	737	268	469	375	(3)
1954	5,995	105	331	3,497	1,935	1,562	(3)	779	297	482	397	(3)
1955	6,261	112	362	3,594	1,993	1,600	(3)	860	317	544	415	(3)
1956	6,635	121	386	3,807	2,165	1,642	(3)	925	337	588	435	(3)
1957	6,895	133	386	3,985	2,306	1,681	(3)	963	352	610	446	(3)
1958	6,917	140	394	3,948	2,251	1,697	(3)	1,014	371	643	456	(3)
1959	[illegible]	142	422	4,072	2,340	1,733	(3)	1,040	384	657	473	(3)
1960	[illegible]	142	426	4,210	2,431	1,777	(3)	1,076	399	678	488	(3)
1961	[illegible]	140	426	4,243	2,452	1,791	(3)	1,103	409	694	506	(3)
1962	7,727	138	440	4,365	2,545	1,820	(3)	1,166	431	736	526	(3)
1963	7,924	137	440	4,440	2,589	1,853	(3)	1,218	448	771	548	(3)
1964	8,146	137	453	4,493	2,603	1,889	467	1,291	470	820	571	735
1965	8,432	138	476	4,628	2,691	1,937	481	1,359	498	860	597	756
1966	8,882	140	491	4,917	2,914	2,004	519	1,425	526	899	624	765
1967	9,290	144	500	5,139	3,075	2,064	549	1,485	554	930	659	815
1968	9,595	145	517	5,267	3,169	2,099	561	1,556	575	981	695	855
1969	9,978	147	539	5,400	3,244	2,156	577	1,607	594	1,011	729	979
1970	10,124	150	561	5,329	3,153	2,176	596	1,650	609	1,041	770	1,070
1971	10,058	151	579	5,095	2,967	2,128	598	1,703	628	1,075	812	1,121
1972	10,252	148	613	5,095	2,965	2,130	612	1,760	640	1,120	855	1,169
1973 p	10,635	150	637	5,244	3,086	2,159	644	1,837	669	1,168	907	1,216

Footnotes at end of table.

Table C–2. Production or Nonsupervisory Workers [1] and Nonproduction Workers on Private Payrolls, and Nonproduction Workers as Percent of Total Employment, by Industry Division: Annual Averages, 1947–73—Continued

Year	Total private	Mining	Contract construction	Manufacturing			Transportation and public utilities	Wholesale and retail trade			Finance, insurance, real estate [2]	Services
				Total	Durable goods	Nondurable goods		Total	Wholesale	Retail		
	Nonproduction workers as percent of total employment											
1947	12.1	8.8	11.3	16.4	16.2	16.7	(3)	8.0	8.3	7.9	16.8	(3)
1948	12.1	8.9	11.3	17.1	16.8	17.5	(3)	6.9	8.6	6.3	16.8	(3)
1949	12.6	9.8	11.4	18.4	18.3	18.5	(3)	7.2	8.8	6.6	17.0	(3)
1950	12.4	9.4	11.3	17.8	17.2	18.6	(3)	6.9	8.9	6.1	17.1	(3)
1951	12.6	9.6	11.3	18.5	17.7	19.4	(3)	6.7	9.2	5.7	17.2	(3)
1952	13.2	10.8	11.8	19.7	19.2	20.2	(3)	6.7	9.2	5.8	17.3	(3)
1953	13.5	11.7	12.1	19.9	19.3	20.7	(3)	7.2	9.8	6.2	17.5	(3)
1954	14.2	13.3	12.7	21.4	21.2	21.7	(3)	7.6	10.8	6.4	17.8	(3)
1955	14.3	14.1	12.9	21.3	20.9	21.8	(3)	8.2	11.3	7.0	17.8	(3)
1956	14.7	14.7	12.9	22.1	22.0	22.2	(3)	8.5	11.7	7.4	17.9	(3)
1957	15.2	16.1	13.2	23.2	23.4	23.0	(3)	8.8	12.2	7.6	18.0	(3)
1958	15.9	18.6	14.2	24.8	25.5	23.8	(3)	9.4	13.0	8.1	18.1	(3)
1959	15.8	19.4	14.3	24.4	25.0	23.7	(3)	9.3	13.0	8.0	18.2	(3)
1960	16.1	19.9	14.8	25.1	25.7	24.2	(3)	9.4	13.3	8.1	18.3	(3)
1961	16.4	20.8	15.1	26.0	27.0	24.7	(3)	9.7	13.7	8.3	18.5	(3)
1962	16.5	21.2	15.2	25.9	26.8	24.7	(3)	10.1	14.1	8.6	18.8	(3)
1963	16.7	21.6	14.8	26.1	26.9	25.1	(3)	10.3	14.4	8.9	19.0	(3)
1964	16.7	21.6	14.9	26.0	26.5	25.3	11.8	10.6	14.7	9.1	19.3	8.4
1965	16.6	21.8	14.9	25.6	25.9	25.3	11.9	10.7	15.0	9.1	19.7	8.3
1966	16.7	22.3	15.0	25.6	25.8	25.3	12.5	10.8	15.3	9.2	20.1	8.0
1967	17.1	23.5	15.6	26.4	26.9	25.8	12.9	10.9	15.7	9.2	20.4	8.1
1968	17.1	23.9	15.7	26.6	27.3	25.7	13.0	11.0	15.9	9.4	20.5	8.0
1969	17.2	23.7	15.7	26.8	27.3	26.1	13.0	11.0	15.9	9.3	20.5	8.7
1970	17.4	24.1	16.6	27.5	28.2	26.7	13.3	11.1	16.0	9.4	20.9	9.2
1971	17.4	25.1	17.0	27.5	28.1	26.7	13.5	11.2	16.5	9.5	21.4	9.4
1972	17.2	24.4	17.4	26.9	27.2	26.5	13.6	11.2	16.3	9.5	21.8	9.5
1973 p	17.2	24.0	17.5	26.5	26.5	26.4	14.0	11.3	16.4	9.6	22.4	9.5

p Preliminary.

[1] For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers; for all other divisions, to nonsupervisory workers.

[2] Excludes data for nonoffice salespersons.

[3] Separate data not available.

Table C–3. Gross Average Weekly Hours, Average Hourly Earnings, and Average Weekly Earnings of Production or Nonsupervisory Workers [1] on Private Payrolls, by Industry Division: Annual Averages, 1947–73

Year	Total private	Mining	Contract construction	Manufacturing			Transportation and public utilities	Wholesale and retail trade			Finance, insurance, real estate [2]	Services
				Total	Durable goods	Nondurable goods		Total	Wholesale	Retail		
	Average weekly hours											
1947	40.3	40.8	38.2	40.4	40.5	40.2	(3)	40.5	41.1	40.3	37.9	(3)
1948	40.0	39.4	38.1	40.0	40.4	39.6	(3)	40.4	41.0	40.2	37.9	(3)
1949	39.4	36.3	37.7	39.1	39.4	38.9	(3)	40.5	40.8	40.4	37.8	(3)
1950	39.8	37.9	37.4	40.5	41.1	39.7	(3)	40.5	40.7	40.4	37.7	(3)
1951	39.9	38.4	38.1	40.6	41.5	39.5	(3)	40.5	40.8	40.4	37.7	(3)
1952	39.9	38.6	38.9	40.7	41.5	39.7	(3)	40.0	40.7	39.8	37.8	(3)
1953	39.6	38.8	37.9	40.5	41.2	39.6	(3)	39.5	40.6	39.1	37.7	(3)
1954	39.1	38.6	37.2	39.6	40.1	39.0	(3)	39.5	40.5	39.2	37.6	(3)
1955	39.6	40.7	37.1	40.7	41.3	39.9	(3)	39.4	40.7	39.0	37.6	(3)
1956	39.3	40.8	37.5	40.4	41.0	39.6	(3)	39.1	40.5	38.6	36.9	(3)
1957	38.8	40.1	37.0	39.8	40.3	39.2	(3)	38.7	40.3	38.1	36.7	(3)
1958	38.5	38.9	36.8	39.2	39.5	38.8	(3)	38.6	40.2	38.1	37.1	(3)
1959	39.0	40.5	37.0	40.3	40.7	39.7	(3)	38.8	40.6	38.2	37.3	(3)
1960	38.6	40.4	36.7	39.7	40.1	39.2	(3)	38.6	40.5	38.0	37.2	(3)
1961	38.6	40.5	36.9	39.8	40.3	39.3	(3)	38.3	40.5	37.6	36.9	(3)
1962	38.7	40.9	37.0	40.4	40.9	39.6	(3)	38.2	40.6	37.4	37.3	(3)
1963	38.8	41.6	37.3	40.5	41.1	39.6	(3)	38.1	40.6	37.3	37.5	(3)
1964	38.7	41.9	37.2	40.7	41.4	39.7	41.1	37.9	40.6	37.0	37.3	36.0
1965	38.8	42.3	37.4	41.2	42.0	40.1	41.3	37.7	40.8	36.6	37.2	35.9
1966	38.6	42.7	37.6	41.3	42.1	40.2	41.2	37.1	40.7	35.9	37.3	35.5
1967	38.0	42.6	37.7	40.6	41.2	39.7	40.5	36.5	40.3	35.3	37.0	35.1
1968	37.8	42.6	37.4	40.7	41.4	39.8	40.6	36.0	40.1	34.7	37.0	34.7
1969	37.7	43.0	37.9	40.6	41.3	39.7	40.7	35.6	40.2	34.2	37.1	34.7
1970	37.1	42.7	37.4	39.8	40.3	39.1	40.5	35.3	40.0	33.8	36.8	34.4
1971	37.0	42.3	37.3	39.9	40.4	39.3	40.2	35.1	39.8	33.7	37.0	34.2
1972	37.2	42.5	37.0	40.6	41.3	39.7	40.4	35.1	39.8	33.6	37.2	34.1
1973 p	37.1	42.4	37.1	40.7	41.5	39.6	40.7	34.7	39.5	33.2	37.1	34.1

Footnotes at end of table.

Table C–3. Gross Average Weekly Hours, Average Hourly Earnings, and Average Weekly Earnings of Production or Nonsupervisory Workers [1] on Private Payrolls, by Industry Division: Annual Averages, 1947–73—Continued

Year	Total private	Mining	Contract construction	Manufacturing			Transportation and public utilities	Wholesale and retail trade			Finance, insurance, real estate [2]	Services
				Total	Durable goods	Nondurable goods		Total	Wholesale	Retail		
	Average hourly earnings (dollars)											
1947	$1.13	$1.47	$1.54	$1.22	$1.28	$1.15	(3)	$0.94	$1.22	$0.84	$1.14	(3)
1948	1.23	1.66	1.71	1.33	1.40	1.25	(3)	1.01	1.31	.90	1.20	(3)
1949	1.28	1.72	1.79	1.38	1.45	1.30	(3)	1.06	1.36	.95	1.26	(3)
1950	1.34	1.77	1.86	1.44	1.52	1.35	(3)	1.10	1.43	.98	1.34	(3)
1951	1.45	1.93	2.02	1.56	1.65	1.44	(3)	1.18	1.52	1.06	1.45	(3)
1952	1.52	2.01	2.13	1.65	1.75	1.51	(3)	1.23	1.61	1.09	1.51	(3)
1953	1.61	2.14	2.28	1.74	1.86	1.58	(3)	1.30	1.70	1.16	1.58	(3)
1954	1.65	2.14	2.39	1.78	1.90	1.62	(3)	1.35	1.76	1.20	1.65	(3)
1955	1.71	2.20	2.45	1.86	1.99	1.67	(3)	1.40	1.83	1.25	1.70	(3)
1956	1.80	2.33	2.57	1.95	2.08	1.77	(3)	1.47	1.94	1.30	1.78	(3)
1957	1.89	2.46	2.71	2.05	2.19	1.85	(3)	1.54	2.02	1.37	1.84	(3)
1958	1.95	2.47	2.82	2.11	2.26	1.91	(3)	1.60	2.09	1.42	1.89	(3)
1959	2.02	2.56	2.93	2.19	2.36	1.98	(3)	1.66	2.18	1.47	1.95	(3)
1960	2.09	2.61	3.08	2.26	2.43	2.05	(3)	1.71	2.24	1.52	2.02	(3)
1961	2.14	2.64	3.20	2.32	2.49	2.11	(3)	1.76	2.31	1.56	2.09	(3)
1962	2.22	2.70	3.31	2.39	2.56	2.17	(3)	1.83	2.37	1.63	2.17	(3)
1963	2.28	2.75	3.41	2.46	2.63	2.22	(3)	1.89	2.45	1.68	2.25	(3)
1964	2.36	2.81	3.55	2.53	2.71	2.29	$2.88	1.96	2.52	1.75	2.30	$1.94
1965	2.45	2.92	3.70	2.61	2.79	2.36	3.03	2.03	2.61	1.82	2.39	2.05
1966	2.56	3.05	3.89	2.72	2.90	2.45	3.11	2.13	2.73	1.91	2.47	2.17
1967	2.68	3.19	4.11	2.83	3.00	2.57	3.24	2.24	2.88	2.01	2.58	2.29
1968	2.85	3.35	4.41	3.01	3.19	2.74	3.42	2.40	3.05	2.16	2.75	2.43
1969	3.04	3.61	4.79	3.19	3.38	2.91	3.64	2.56	3.23	2.30	2.93	2.61
1970	3.22	3.85	5.24	3.36	3.55	3.08	3.85	2.71	3.44	2.44	3.08	2.81
1971	3.43	4.06	5.69	3.56	3.79	3.26	4.20	2.87	3.67	2.57	3.28	3.01
1972	3.65	4.38	6.06	3.81	4.05	3.47	4.64	3.02	3.88	2.70	3.45	3.18
1973 p	3.89	4.69	6.46	4.06	4.32	3.69	5.04	3.20	4.11	2.86	3.61	3.36
	Average weekly earnings (dollars)											
1947	$45.58	$59.94	$58.87	$49.17	$51.76	$46.63	(3)	$38.07	$50.14	$33.77	$43.21	(3)
1948	49.00	65.56	65.27	53.12	56.36	49.50	(3)	40.80	53.63	36.22	45.48	(3)
1949	50.24	62.33	67.56	53.88	57.25	50.38	(3)	42.93	55.49	38.42	47.63	(3)
1950	53.13	67.16	69.68	58.32	62.43	53.48	(3)	44.55	58.08	39.71	50.52	(3)
1951	57.86	74.11	76.96	63.34	68.48	56.88	(3)	47.79	62.02	42.82	54.67	(3)
1952	60.65	77.59	82.86	67.16	72.63	59.95	(3)	49.20	65.53	43.38	57.08	(3)
1953	63.76	83.03	86.41	70.47	76.63	62.57	(3)	51.35	69.02	45.36	59.57	(3)
1954	64.52	82.60	88.91	70.49	76.19	63.18	(3)	53.33	71.28	47.04	62.04	(3)
1955	67.72	89.54	90.90	75.70	82.19	66.63	(3)	55.16	74.48	48.75	63.92	(3)
1956	70.74	95.06	96.38	78.78	85.28	70.09	(3)	57.48	78.57	50.18	65.68	(3)
1957	73.33	98.65	100.27	81.59	88.26	72.52	(3)	59.60	81.41	52.20	67.53	(3)
1958	75.08	96.08	103.78	82.71	89.27	74.11	(3)	61.76	84.02	54.10	70.12	(3)
1959	78.78	103.68	108.41	88.26	96.05	78.61	(3)	64.41	88.51	56.15	72.74	(3)
1960	80.67	105.44	113.04	89.72	97.44	80.36	(3)	66.01	90.72	57.76	75.14	(3)
1961	82.60	106.92	118.08	92.34	100.35	82.92	(3)	67.41	93.56	58.66	77.12	(3)
1962	85.91	110.43	122.47	96.56	104.70	85.93	(3)	69.91	96.22	60.96	80.94	(3)
1963	88.46	114.40	127.19	99.63	108.09	87.91	(3)	72.01	99.47	62.66	84.38	(3)
1964	91.33	117.74	132.06	102.97	112.19	90.91	$118.37	74.28	102.31	64.75	85.79	$69.84
1965	95.06	123.52	138.38	107.53	117.18	94.64	125.14	76.53	106.49	66.61	88.91	73.60
1966	98.82	130.24	146.26	112.34	122.09	98.49	128.13	79.02	111.11	68.57	92.13	77.04
1967	101.84	135.89	154.95	114.90	123.60	102.03	131.22	81.76	116.06	70.95	95.46	80.38
1968	107.73	142.71	164.93	122.51	132.07	109.05	138.85	86.40	122.31	74.95	101.75	84.32
1969	114.61	155.23	181.54	129.51	139.59	115.53	148.15	91.14	129.85	78.66	108.70	90.57
1970	119.46	164.40	195.98	133.73	143.07	120.43	155.93	95.66	137.60	82.47	113.34	96.66
1971	126.91	171.74	212.24	142.04	153.12	128.12	168.84	100.74	146.07	86.61	121.36	102.94
1972	135.78	186.15	224.22	154.69	167.27	137.76	187.46	106.00	154.42	90.72	128.34	108.44
1973 p	144.32	198.86	239.67	165.24	179.28	146.12	205.13	111.04	162.35	94.95	133.93	114.58

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p Preliminary unweighted average.

[1] For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers; for all other divisions, to nonsupervisory workers.

[2] Excludes data for nonoffice salespersons.

[3] Separate data not available.

Table C–4. Total Employment and Production Workers on Payrolls of Manufacturing Durable Goods Industries: Annual Averages, 1947–73

[Thousands]

Year	Durable goods														
	Total	Ordnance and accessories	Lumber and wood products	Furniture and fixtures	Stone, clay, and glass products	Primary metal industries		Fabricated metal products	Machinery, except electrical	Electrical equipment and supplies	Transportation equipment			Instruments and related products	Miscellaneous manufacturing industries
						Total[1]	Blast furnace and basic steel products				Total[1]	Motor vehicles and equipment	Aircraft and parts		
	Total employment														
1947	8,385	27	845	336	537	1,279	656	989	1,375	1,035	1,275	768	239	267	421
1948	8,326	28	818	346	549	1,290	679	979	1,372	991	1,270	781	238	262	422
1949	7,480	26	741	317	514	1,134	610	881	1,182	862	1,210	751	264	239	385
1950	8,094	30	808	364	547	1,247	674	982	1,210	991	1,265	816	283	250	400
1951	9,089	77	840.2	357.2	587.0	1,364.3	714.4	1,077.8	1,456.6	1,113.6	1,515.1	833.3	467.8	294.3	406.0
1952	9,340	178.7	790.4	357.1	564.0	1,282.1	638.0	1,064.4	1,517.4	1,185.0	1,703.2	777.5	670.6	312.5	393.7
1953	10,110	234.3	770.7	369.9	581.3	1,383.1	726.1	1,156.4	1,554.4	1,333.3	1,969.1	917.3	795.5	337.1	420.9
1954	9,129	163.3	707.9	341.9	552.6	1,219.3	645.5	1,069.9	1,417.7	1,190.4	1,754.1	765.7	782.9	321.2	390.7
1955	9,541	141.2	730.6	363.8	588.4	1,322.5	706.9	1,122.4	1,448.5	1,240.8	1,854.6	891.2	761.3	323.2	396.2
1956	9,834	138.5	730.9	375.5	605.3	1,355.3	706.6	1,140.4	1,571.6	1,323.1	1,852.5	792.5	837.3	337.8	403.0
1957	9,856	140.2	655.3	374.3	595.4	1,355.3	719.9	1,167.3	1,585.9	1,343.8	1,909.1	769.3	895.8	342.1	387.2
1958	8,830	158.1	615.0	360.8	562.4	1,153.5	601.1	1,076.9	1,362.4	1,249.0	1,594.6	606.5	771.0	323.8	373.0
1959	9,373	203.5	658.8	385.0	604.0	1,182.6	587.3	1,122.5	1,452.1	1,396.4	1,635.0	692.3	720.6	345.3	387.7
1960	9,459	220.0	626.8	383.0	601.0	1,231.2	651.4	1,135.3	1,479.0	1,467.1	1,568.9	724.1	627.9	354.3	389.9
1961	9,070	244.2	582.9	367.5	582.0	1,142.7	595.5	1,081.5	1,418.6	1,473.3	1,448.6	632.3	609.7	347.4	378.2
1962	9,480	264.4	580.3	385.1	592.3	1,165.6	592.8	1,127.7	1,493.2	1,567.0	1,547.0	691.7	638.4	358.7	389.6
1963	9,616	265.5	592.6	389.9	600.8	1,172.2	589.9	1,150.1	1,529.3	1,553.9	1,609.7	741.3	639.2	364.8	386.8
1964	9,816	243.9	604.2	405.9	613.8	1,233.2	629.2	1,189.7	1,609.6	1,543.8	1,604.3	752.9	605.4	369.9	397.6
1965	10,406	225.8	606.9	430.7	628.3	1,301.0	657.3	1,269.0	1,735.3	1,659.2	1,740.6	842.7	624.2	389.0	419.5
1966	11,284	260.9	614.3	461.5	644.2	1,350.7	651.9	1,351.3	1,910.0	1,908.8	1,917.7	861.6	753.3	430.9	433.7
1967	11,439	317.2	596.8	455.4	628.3	1,322.1	635.2	1,363.1	1,969.6	1,958.9	1,948.5	815.8	833.6	450.8	428.4
1968	11,626	338.0	600.1	471.6	635.5	1,315.5	635.9	1,390.4	1,965.9	1,974.5	2,038.6	873.7	852.0	461.9	433.4
1969	11,895	316.2	606.7	483.9	656.4	1,360.8	643.8	1,440.4	2,032.6	2,019.9	2,060.5	911.4	804.4	476.6	441.0
1970	11,195	241.9	572.7	459.8	640.2	1,315.6	628.4	1,380.4	1,982.1	1,917.0	1,799.1	797.3	668.7	460.4	425.7
1971	10,565	192.1	580.8	458.5	633.7	1,227.4	577.9	1,328.2	1,805.3	1,768.5	1,723.9	842.1	530.8	437.0	409.6
1972	10,884	188.2	612.0	492.7	660.0	1,234.8	572.7	1,371.1	1,864.2	1,833.0	1,746.8	860.9	501.1	455.9	425.2
1973 [p]	11,634	192.4	630.8	522.0	692.9	1,315.2	606.4	1,451.6	2,042.0	1,996.1	1,858.9	941.1	514.1	494.2	437.6
	Production workers														
1947	7,028	22	783	296	471	1,114	575	826	1,087	810	1,039	626	177	213	367
1948	6,925	23	757	304	479	1,121	594	809	1,074	761	1,027	632	175	205	365
1949	6,122	20	680	274	443	968	527	714	900	638	976	613	197	181	327
1950	6,705	23	745	317	473	1,075	587	812	929	770	1,029	677	209	189	344
1951	7,480	59.3	771.2	307.1	507.1	1,175.1	620.2	883.0	1,129.7	865.8	1,213.1	681.8	348.4	222.3	346.1
1952	7,550	130.2	719.9	305.6	479.8	1,084.7	541.5	859.4	1,163.9	909.1	1,331.4	618.7	495.4	233.2	332.5
1953	8,154	173.6	699.9	315.9	493.6	1,172.6	620.4	937.4	1,182.9	1,028.6	1,542.9	729.4	586.2	249.8	356.7
1954	7,194	113.1	640.4	287.7	464.3	1,017.9	546.1	851.1	1,046.2	883.8	1,331.4	601.5	560.2	231.0	326.6
1955	7,548	91.7	672.3	307.0	495.6	1,115.8	604.5	897.8	1,069.2	924.2	1,414.1	718.3	525.5	229.6	330.4
1956	7,669	84.9	661.8	315.5	507.0	1,131.6	595.4	900.7	1,158.5	975.4	1,364.3	619.5	561.0	236.1	333.1
1957	7,550	80.4	588.0	313.0	492.8	1,117.9	600.1	913.2	1,143.1	958.7	1,395.0	601.7	591.4	233.1	315.3
1958	6,579	82.4	549.4	298.7	457.9	928.0	486.5	824.5	945.5	857.3	1,120.6	452.5	491.9	214.8	299.5
1959	7,033	98.0	592.2	321.0	496.2	953.8	470.9	868.5	1,027.2	969.4	1,163.4	537.5	445.7	230.3	312.9
1960	7,028	101.9	561.1	318.5	491.8	993.8	528.4	874.3	1,035.9	996.3	1,107.4	563.3	369.6	232.6	314.3
1961	6,618	110.6	518.4	303.9	469.4	914.6	478.4	826.0	976.4	979.4	992.7	479.1	347.7	223.1	303.5
1962	6,935	119.3	526.7	319.6	477.7	937.3	476.3	863.7	1,037.8	1,050.7	1,059.9	534.0	349.1	229.1	313.2
1963	7,027	115.2	526.6	324.1	483.9	947.4	479.1	881.6	1,059.2	1,034.3	1,112.3	573.6	350.8	232.3	310.4
1964	7,213	104.1	531.6	337.0	493.8	1,003.6	515.6	914.3	1,120.4	1,036.5	1,119.6	579.2	338.6	234.0	317.9
1965	7,715	96.1	532.4	357.4	504.6	1,062.0	538.4	982.7	1,214.8	1,140.5	1,240.7	658.9	356.3	248.1	335.5
1966	8,370	127.3	536.4	382.5	517.3	1,099.9	530.9	1,051.9	1,343.6	1,325.3	1,365.5	670.3	446.4	274.7	346.1
1967	8,364	174.1	518.7	374.9	499.9	1,060.1	509.5	1,053.5	1,368.8	1,322.2	1,371.4	626.9	501.5	281.8	338.3
1968	8,457	191.7	520.8	389.5	509.0	1,046.3	506.2	1,071.8	1,342.5	1,319.1	1,441.1	680.8	505.5	284.9	340.3
1969	8,651	181.8	526.3	401.6	526.4	1,087.0	513.6	1,108.5	1,382.2	1,345.5	1,453.2	708.0	464.0	293.9	344.6
1970	8,042	131.5	492.6	378.9	508.8	1,043.3	500.6	1,051.3	1,322.8	1,265.0	1,241.1	604.3	369.3	278.0	328.6
1971	7,598	96.3	499.7	377.1	502.8	967.5	457.3	1,009.6	1,178.4	1,171.4	1,218.4	650.9	284.5	261.0	315.9
1972	7,919	94.4	526.8	407.5	527.1	984.1	456.7	1,049.4	1,235.9	1,238.4	1,248.4	666.3	271.2	275.9	331.3
1973 [p]	8,548	98.4	543.6	431.1	554.7	1,058.6	487.7	1,120.2	1,380.6	1,377.9	1,335.7	730.9	280.9	305.7	342.0

[p] Preliminary.

[1] Includes other industries not shown separately.

Table C–5. Nonproduction Workers and Nonproduction Workers as Percent of Total Employment on Payrolls of Manufacturing Durable Goods Industries: Annual Averages, 1947–73

Year	Durable goods														
	Total	Ordnance and accessories	Lumber and wood products	Furniture and fixtures	Stone, clay, and glass products	Primary metal industries		Fabricated metal products	Machinery, except electrical	Electrical equipment and supplies	Transportation equipment			Instruments and related products	Miscellaneous manufacturing industries
						Total [1]	Blast furnace and basic steel products				Total [1]	Motor vehicles and equipment	Aircraft and parts		
	Nonproduction workers (thousands)														
1947	1,357	5	62	40	66	165	81	163	288	225	236	142	62	54	54
1948	1,401	5	61	42	70	169	85	170	298	230	243	149	63	57	57
1949	1,367	6	61	43	71	166	83	167	282	224	234	138	67	58	58
1950	1,389	7	63	47	74	172	87	170	281	221	236	139	74	61	56
1951	1,609	17.7	69.0	50.1	79.9	189.2	94.2	194.8	326.9	247.8	302.0	151.5	119.4	72.0	59.9
1952	1,799	48.5	70.5	51.5	84.2	197.4	95.5	205.0	353.5	275.9	371.8	158.8	175.2	79.3	61.2
1953	1,956	60.7	70.8	54.0	87.7	210.5	105.7	219.0	371.5	304.7	426.2	177.9	209.3	87.3	64.2
1954	1,935	50.2	67.5	54.2	88.3	201.4	99.4	218.8	371.5	306.6	422.7	164.2	222.7	90.2	64.1
1955	1,993	49.5	67.3	56.8	92.8	206.7	102.4	224.6	379.3	316.6	440.5	172.9	235.8	93.6	65.8
1956	2,165	53.6	69.1	60.0	98.3	223.7	111.2	239.7	413.1	347.7	488.2	173.0	276.3	101.7	69.9
1957	2,306	59.8	67.3	61.3	102.6	237.4	119.8	254.1	442.8	385.1	514.1	167.6	304.4	109.0	71.9
1958	2,251	75.7	65.6	62.1	104.5	225.5	114.6	252.4	416.9	391.7	474.0	154.0	279.1	109.0	73.5
1959	2,340	105.5	66.6	64.0	107.8	228.8	116.4	254.0	424.9	427.0	471.6	154.8	274.9	115.0	74.8
1960	2,431	118.1	65.7	64.5	112.2	237.4	123.0	261.0	443.1	470.8	461.5	160.8	258.3	121.7	75.6
1961	2,452	133.6	64.5	63.6	112.6	228.1	117.1	258.5	442.2	493.9	455.9	153.2	262.0	124.3	74.7
1962	2,545	145.1	62.6	65.5	114.6	228.3	116.5	264.0	455.4	516.3	487.1	157.7	289.3	129.6	76.4
1963	2,589	150.3	66.0	65.8	116.9	224.8	110.8	268.5	470.1	519.6	497.4	167.7	288.4	132.5	76.4
1964	2,603	139.8	72.6	68.9	120.0	229.6	113.6	275.4	489.2	507.3	484.7	173.7	266.8	135.9	79.7
1965	2,691	129.7	74.5	73.3	123.7	239.0	118.9	286.3	520.5	518.7	499.9	183.8	267.9	140.9	84.0
1966	2,914	133.6	77.9	79.0	126.9	250.8	121.0	299.4	566.4	583.5	552.2	191.3	306.9	156.2	87.6
1967	3,075	143.1	78.1	80.5	128.4	262.0	125.7	309.6	600.8	636.7	577.1	188.9	332.1	169.0	90.1
1968	3,169	146.3	79.3	82.1	126.5	269.2	129.7	318.6	623.4	655.4	597.5	192.9	346.5	177.0	93.1
1969	3,244	134.4	80.4	82.3	130.0	273.8	130.2	331.9	650.4	674.4	607.3	203.4	340.4	182.7	96.4
1970	3,153	110.4	80.1	80.9	131.4	272.3	127.8	329.1	659.3	652.0	558.0	193.0	299.4	182.4	97.1
1971	2,967	95.8	81.1	81.4	130.9	259.9	120.6	318.6	626.9	597.1	505.5	191.2	246.3	176.0	93.7
1972	2,965	93.8	85.2	85.2	132.9	250.7	116.0	321.7	628.3	594.6	498.4	194.6	229.9	180.0	93.9
1973 [p]	3,086	94.0	87.2	90.4	138.2	256.6	118.7	331.4	661.4	618.2	523.2	210.2	233.2	188.5	95.6
	Nonproduction workers as percent of total employment														
1947	16.2	18.5	7.3	11.9	12.3	12.9	12.3	16.5	20.9	21.7	18.5	18.5	25.9	20.2	12.8
1948	16.8	17.9	7.5	12.1	12.8	13.1	12.5	17.4	21.7	23.2	19.1	19.[illegible]	26.5	21.8	13.5
1949	18.3	23.1	8.2	13.6	13.8	14.6	13.6	19.0	23.9	26.0	19.3	18.4	25.4	24.3	15.1
1950	17.2	23.3	7.8	12.9	13.5	13.8	12.9	17.3	23.2	22.3	18.7	17.0	26.1	24.4	14.0
1951	17.7	23.0	8.2	14.0	13.6	13.9	13.2	18.1	22.4	22.3	19.9	18.2	25.5	24.5	14.8
1952	19.2	27.1	8.9	14.4	14.9	15.4	15.1	19.3	23.3	23.3	21.8	20.4	26.1	25.4	15.5
1953	19.3	25.9	9.2	14.6	15.1	15.2	14.6	18.9	23.9	22.9	21.6	19.4	26.3	25.9	15.3
1954	21.2	30.7	9.5	15.9	16.0	16.5	15.3	20.5	26.2	25.8	24.1	21.4	28.4	28.1	16.4
1955	20.9	35.1	9.1	15.6	15.8	15.6	14.4	20.0	26.2	25.5	23.8	19.4	31.0	29.0	16.6
1956	22.0	38.7	9.5	16.0	16.2	16.5	15.7	21.0	26.3	26.3	26.4	21.8	33.0	30.1	17.3
1957	23.4	42.7	10.3	16.4	17.2	17.5	16.7	21.8	27.9	28.7	26.9	21.8	34.0	31.9	18.6
1958	25.5	47.9	10.7	17.2	18.6	19.5	19.1	23.4	30.6	31.4	29.7	25.4	36.2	33.7	19.7
1959	25.0	51.8	10.1	16.6	17.8	19.3	19.8	22.6	29.3	30.6	28.8	22.4	38.1	33.3	19.3
1960	25.7	53.7	10.5	16.8	18.6	19.3	18.9	23.0	30.0	32.1	29.4	22.2	41.1	34.3	19.4
1961	27.0	54.7	11.1	17.3	19.3	20.0	19.6	23.8	31.2	33.5	31.5	24.2	43.0	35.8	19.8
1962	26.8	54.9	10.6	17.0	19.3	19.6	19.7	23.4	30.5	32.9	31.5	22.8	45.3	36.1	19.6
1963	26.9	56.6	11.1	16.9	19.5	19.2	18.8	23.3	30.7	33.4	30.9	22.6	45.1	36.3	19.8
1964	26.5	57.3	12.0	17.0	19.6	18.6	18.1	23.1	30.4	32.9	30.2	23.1	44.1	36.7	20.0
1965	25.9	57.4	12.3	17.0	19.7	18.4	18.1	22.6	30.0	31.3	28.7	21.8	42.9	36.2	20.0
1966	25.8	51.2	12.7	17.1	19.7	18.6	18.6	22.2	29.7	30.6	28.8	22.2	40.7	36.2	20.2
1967	26.9	45.1	13.1	17.7	20.4	19.8	19.8	22.7	30.5	32.5	29.6	23.2	39.8	37.5	21.0
1968	27.3	43.3	13.2	17.4	19.9	20.5	20.4	22.9	31.7	33.2	29.3	22.1	40.7	38.3	21.5
1969	27.3	42.5	13.3	17.0	19.8	20.1	20.2	23.0	32.0	33.4	29.5	22.3	42.3	38.3	21.9
1970	28.2	45.6	14.0	17.6	20.5	20.7	20.3	23.8	33.3	34.0	31.0	24.2	44.8	39.6	22.8
1971	28.1	49.9	14.0	17.8	20.7	21.2	20.9	24.0	34.7	33.8	29.3	22.7	46.4	40.5	22.9
1972	27.2	49.8	13.9	17.3	20.1	20.3	20.3	23.5	33.7	32.4	28.5	22.6	45.9	39.5	22.1
1973 [p]	26.5	48.9	13.8	17.4	19.9	19.5	19.6	22.8	32.4	31.0	28.1	22.3	45.4	38.1	21.8

[p] Preliminary.

[1] Includes other industries not shown separately

Table C–6. Total Employment and Production Workers on Payrolls of Manufacturing Nondurable Goods Industries: Annual Averages, 1947–73

[Thousands]

Year	Nondurable goods										
	Total	Food and kindred products	Tobacco manufactures	Textile mill products	Apparel and other textile products	Paper and allied products	Printing and publishing	Chemicals and allied products	Petroleum and coal products	Rubber and plastics products, n.e.c.	Leather and leather products
	Total employment										
1947	7,159	1,799	118	1,299	1,154	465	721	649	221	323	412
1948	7,256	1,801	114	1,332	1,190	473	740	655	228	312	412
1949	6,953	1,778	109	1,187	1,173	455	740	618	221	283	389
1950	7,147	1,790	103	1,256	1,202	485	748	640	218	311	395
1951	7,304	1,823.2	104.1	1,237.7	1,207.2	511.2	767.6	707.0	231.3	334.4	380.0
1952	7,284	1,827.8	105.6	1,163.4	1,216.4	503.7	779.9	730.1	234.6	338.3	384.2
1953	7,438	1,838.9	103.6	1,154.8	1,248.0	530.4	802.8	768.2	241.4	361.0	389.2
1954	7,185	1,818.3	103.3	1,042.3	1,183.6	531.1	813.9	752.7	238.1	328.4	373.0
1955	7,340	1,824.7	102.5	1,050.2	1,219.2	550.0	834.7	773.1	237.1	363.3	385.9
1956	7,409	1,841.9	99.6	1,032.0	1,223.4	567.8	862.0	796.5	235.5	369.2	382.7
1957	7,319	1,805.4	97.0	981.1	1,210.1	570.6	870.0	810.0	232.2	371.9	372.7
1958	7,116	1,772.8	94.5	918.8	1,171.8	564.1	872.6	794.1	223.8	344.3	359.2
1959	7,303	1,789.6	94.5	945.7	1,225.9	587.2	888.5	809.2	215.5	372.7	374.0
1960	7,336	1,790.0	94.0	924.4	1,233.2	601.1	911.3	828.2	211.9	379.0	363.4
1961	7,256	1,775.2	90.7	893.4	1,214.5	601.3	917.3	828.2	201.9	375.3	358.2
1962	7,373	1,763.0	90.5	902.3	1,263.7	614.4	926.4	848.5	195.3	408.4	360.7
1963	7,380	1,752.0	88.6	885.4	1,282.8	618.5	930.6	865.3	188.7	418.5	349.2
1964	7,458	1,750.4	90.2	892.0	1,302.5	625.5	951.5	878.6	183.9	436.0	347.6
1965	7,656	1,756.7	86.8	925.6	1,354.2	639.1	979.4	907.8	182.9	470.8	352.9
1966	7,930	1,777.2	84.3	963.5	1,401.9	666.9	1,016.9	961.4	184.2	510.7	363.6
1967	8,008	1,786.3	86.5	958.5	1,397.6	679.1	1,047.8	1,001.4	183.2	516.4	350.9
1968	8,155	1,781.5	84.6	993.9	1,405.8	691.2	1,065.1	1,029.9	186.8	561.3	355.2
1969	8,272	1,790.8	83.0	1,002.5	1,409.1	711.1	1,093.6	1,059.9	182.3	596.3	343.2
1970	8,154	1,782.8	82.9	975.9	1,364.6	705.5	1,101.6	1,049.0	190.8	580.1	320.4
1971	7,964	1,758.3	76.3	957.0	1,335.7	683.6	1,071.2	1,008.2	190.6	580.9	302.4
1972	8,049	1,751.1	72.0	991.0	1,335.3	697.0	1,079.6	1,002.2	189.6	627.0	304.4
1973 [p]	8,187	1,735.7	73.8	1,023.9	1,340.9	718.0	1,098.3	1,029.5	187.2	682.7	296.9
	Production workers										
1947	5,962	1,395	110	1,220	1,047	406	487	488	170	263	374
1948	5,986	1,374	106	1,248	1,073	408	494	485	175	253	369
1949	5,669	1,341	101	1,103	1,053	390	488	449	169	226	348
1950	5,817	1,331	95	1,169	1,080	416	494	461	165	252	355
1951	5,888	1,338.4	96.0	1,146.2	1,081.3	435.1	504.5	502.5	172.5	270.5	340.8
1952	5,810	1,330.9	97.2	1,073.2	1,087.2	421.9	509.7	506.1	168.9	269.9	344.4
1953	5,901	1,329.7	95.7	1,063.9	1,114.8	442.9	522.0	522.9	173.2	287.8	348.7
1954	5,623	1,296.6	95.2	953.2	1,053.4	440.8	524.9	503.0	166.9	256.7	332.5
1955	5,740	1,291.7	94.4	961.6	1,086.4	453.5	539.0	518.1	163.2	288.3	344.0
1956	5,767	1,302.1	90.1	944.3	1,088.1	464.5	559.6	525.7	161.2	290.7	340.9
1957	5,638	1,263.2	85.3	893.3	1,072.0	463.4	563.7	519.7	156.6	290.1	331.0
1958	5,419	1,222.0	84.1	832.5	1,039.5	454.1	563.2	493.7	146.9	264.4	318.2
1959	5,570	1,222.1	83.9	857.4	1,091.4	471.8	575.1	505.6	139.9	289.8	332.9
1960	5,559	1,211.8	83.3	835.1	1,098.2	479.7	588.9	509.9	137.3	292.8	320.9
1961	5,465	1,191.1	79.6	805.0	1,079.6	478.0	591.7	505.0	129.9	288.3	316.4
1962	5,553	1,178.4	78.7	812.1	1,122.9	486.0	594.5	519.3	125.5	316.5	318.9
1963	5,527	1,167.1	76.6	793.4	1,138.0	486.4	590.3	525.3	119.9	322.7	307.8
1964	5,569	1,157.3	78.4	798.2	1,158.3	488.8	602.1	529.4	114.2	336.3	305.5
1965	5,719	1,159.1	74.8	826.7	1,205.6	497.7	620.6	546.1	112.9	365.9	310.0
1966	5,926	1,180.0	71.8	858.8	1,245.7	518.2	646.4	574.3	114.7	397.8	318.5
1967	5,944	1,187.3	73.9	850.2	1,237.2	526.3	661.6	592.3	114.7	397.0	303.7
1968	6,056	1,191.6	72.0	880.7	1,240.1	536.2	666.9	610.0	118.1	434.6	306.2
1969	6,116	1,201.8	69.5	883.9	1,238.1	550.5	681.7	621.9	112.2	461.7	294.4
1970	5,978	1,200.9	69.1	855.9	1,196.1	543.2	678.2	601.7	116.5	443.2	273.4
1971	5,836	1,186.1	62.7	839.3	1,168.3	523.2	654.2	580.0	116.7	447.9	257.6
1972	5,919	1,180.3	59.1	871.4	1,164.7	537.4	656.9	581.2	117.2	489.3	261.2
1973 [p]	6,028	1,171.3	61.2	900.4	1,161.0	557.1	662.9	599.7	118.2	538.8	254.4

[p] Preliminary.

Table C–7. Nonproduction Workers and Nonproduction Workers as Percent of Total Employment on Payrolls of Manufacturing Nondurable Goods Industries: Annual Averages, 1947–73

Year	Nondurable goods										
	Total	Food and kindred products	Tobacco manufactures	Textile mill products	Apparel and other textile products	Paper and allied products	Printing and publishing	Chemicals and allied products	Petroleum and coal products	Rubber and plastics products, n.e.c.	Leather and leather products
	Nonproduction workers (thousands)										
1947	1,197	404	8	79	107	59	234	161	51	60	38
1948	1,270	427	8	84	117	65	246	170	53	59	43
1949	1,284	437	8	84	120	65	252	169	52	57	41
1950	1,330	459	8	87	122	69	254	179	53	59	40
1951	1,416	484.8	8.1	91.5	125.9	76.1	263.1	204.5	58.8	63.9	39.2
1952	1,474	496.9	8.4	90.2	129.2	81.8	270.2	224.0	65.7	68.4	39.8
1953	1,537	509.2	7.9	90.9	133.2	87.5	280.8	245.3	68.2	73.2	40.5
1954	1,562	521.7	8.1	89.1	130.2	90.3	289.0	249.7	71.2	71.7	40.5
1955	1,600	533.0	8.1	88.6	132.8	96.5	295.7	255.0	73.9	75.0	41.9
1956	1,642	539.8	9.5	87.7	135.3	103.3	302.4	270.8	74.3	78.5	41.8
1957	1,681	542.2	11.7	87.8	138.1	107.2	306.3	290.3	75.6	81.8	41.7
1958	1,697	550.8	10.4	86.3	132.3	110.0	309.4	300.4	76.9	79.9	41.0
1959	1,733	567.5	10.6	88.3	134.5	115.4	313.4	303.6	75.6	82.9	41.1
1960	1,777	578.2	10.7	89.3	135.0	121.4	322.4	318.3	74.0	86.2	42.5
1961	1,791	584.1	11.1	88.4	134.9	123.3	325.6	323.2	72.0	87.0	41.8
1962	1,820	584.6	11.8	90.2	140.8	128.4	331.9	329.2	69.8	91.9	41.4
1963	1,853	584.9	12.0	92.0	144.8	132.1	340.3	340.0	68.8	95.8	41.8
1964	1,889	593.1	11.8	93.8	144.2	136.7	349.4	349.2	69.7	99.7	42.1
1965	1,937	597.6	12.0	98.9	148.6	141.4	358.8	361.7	70.0	104.9	42.9
1966	2,004	597.2	12.5	104.7	156.2	148.7	370.5	387.1	69.5	112.9	45.1
1967	2,064	599.0	12.6	108.3	160.3	152.8	386.2	409.1	68.5	119.4	47.2
1968	2,099	589.9	12.6	113.2	165.7	155.0	398.2	419.9	68.7	126.7	49.0
1969	2,156	589.0	13.5	118.6	171.0	160.6	411.9	438.0	70.1	134.6	48.8
1970	2,176	581.9	13.8	120.0	168.5	162.3	423.4	447.3	74.3	136.9	47.0
1971	2,128	572.2	13.6	117.7	167.4	160.4	417.0	428.2	73.9	133.0	44.8
1972	2,130	570.8	12.9	119.6	170.6	159.6	422.7	421.0	72.4	137.7	43.2
1973 [p]	2,159	564.4	12.6	123.5	176.9	160.9	435.4	429.8	69.0	143.9	42.5
	Nonproduction workers as percent of total employment										
1947	16.7	22.5	6.8	6.1	9.3	12.7	32.5	24.8	23.1	18.6	9.2
1948	17.5	23.7	7.0	6.3	9.8	13.7	33.2	26.0	23.2	18.9	10.4
1949	18.5	24.6	7.3	7.1	10.2	14.3	34.1	27.3	23.5	20.1	10.5
1950	18.6	25.6	7.8	6.9	10.1	14.2	34.0	28.0	24.3	19.0	10.1
1951	19.4	26.6	7.8	7.4	10.4	14.9	34.3	28.9	25.4	19.1	10.3
1952	20.2	27.2	8.0	7.8	10.6	16.2	34.6	30.7	28.0	20.2	10.4
1953	20.7	27.7	7.6	7.9	10.7	16.5	35.0	31.9	28.3	20.3	10.4
1954	21.7	28.7	7.8	8.5	11.0	17.0	35.5	33.2	29.9	21.8	10.9
1955	21.8	29.2	7.9	8.4	10.9	17.5	35.4	33.0	31.2	20.6	10.9
1956	22.2	29.3	9.5	8.5	11.1	18.2	35.1	34.0	31.5	21.3	10.9
1957	23.0	30.0	12.1	8.9	11.4	18.8	35.2	35.8	32.6	22.0	11.2
1958	23.8	31.1	11.0	9.4	11.3	19.5	35.5	37.8	34.4	23.2	11.4
1959	23.7	31.7	11.2	9.3	11.0	19.7	35.3	37.5	35.1	22.2	11.0
1960	24.2	32.3	11.4	9.7	10.9	20.2	35.4	38.4	34.9	22.7	11.7
1961	24.7	32.9	12.2	9.9	11.1	20.5	35.5	39.0	35.7	23.2	11.7
1962	24.7	33.2	13.0	10.0	11.1	20.9	35.8	38.8	35.7	22.5	11.6
1963	25.1	33.4	13.5	10.4	11.3	21.4	36.6	39.3	36.5	22.9	11.9
1964	25.3	33.9	13.1	10.5	11.1	21.9	36.7	39.7	37.9	22.9	12.1
1965	25.3	34.0	13.8	10.7	11.0	22.1	36.6	39.8	38.3	22.3	12.2
1966	25.3	33.6	14.8	10.9	11.1	22.3	36.4	40.3	37.7	22.1	12.4
1967	25.8	33.5	14.6	11.3	11.5	22.5	36.9	40.9	37.4	23.1	13.5
1968	25.7	33.1	14.9	11.4	11.8	22.4	37.4	40.8	36.8	22.6	13.8
1969	26.1	32.9	16.3	11.8	12.1	22.6	37.7	41.3	38.5	22.6	14.2
1970	26.7	32.6	16.6	12.3	12.3	23.0	38.4	42.[illegible]	38.9	23.6	14.7
1971	26.7	32.5	17.8	12.3	12.5	23.5	38.9	42.5	38.8	22.9	14.8
1972	26.5	32.6	17.9	12.1	12.8	22.9	39.2	42.0	38.2	22.0	14.2
1973 [p]	26.4	32.5	17.1	12.1	13.2	22.4	39.6	41.7	36.9	21.1	14.3

[p] Preliminary.

Table C–8. Gross Average Weekly Hours, Average Hourly Earnings, and Average Weekly Earnings of Production Workers on Payrolls of Manufacturing Durable Goods Industries: Annual Averages, 1947–73

Year	Durable goods														
						Primary metal industries					Transportation equipment				
	Total	Ordnance and accessories	Lumber and wood products	Furniture and fixtures	Stone, clay, and glass products	Total [1]	Blast furnace and basic steel products	Fabricated metal products	Machinery, except electrical	Electrical equipment and supplies	Total [1]	Motor vehicles and equipment	Aircraft and parts	Instruments and related products	Miscellaneous manufacturing industries
	Average weekly hours														
1947	40.5	41.2	40.3	41.5	41.0	39.9	39.0	40.9	41.5	40.3	39.7	39.8	39.9	40.4	40.5
1948	40.4	41.3	40.0	41.0	40.7	40.2	39.5	40.7	41.3	40.1	39.4	39.2	41.0	40.2	40.6
1949	39.4	39.7	39.2	40.0	39.7	38.4	38.2	39.7	39.6	39.5	39.6	39.7	40.6	39.7	39.6
1950	41.1	41.6	39.5	41.8	41.1	40.9	39.9	41.5	41.9	41.1	41.4	42.1	41.6	41.3	40.8
1951	41.5	43.3	39.3	41.1	41.4	41.6	40.9	41.8	43.5	41.2	41.2	40.4	43.8	42.2	40.5
1952	41.5	42.5	39.7	41.4	41.1	40.8	40.0	41.7	43.0	41.2	41.8	41.4	43.0	42.0	40.7
1953	41.2	40.7	39.2	40.9	40.8	41.0	40.5	41.8	42.4	40.8	41.6	42.0	41.9	41.5	40.5
1954	40.1	39.9	39.1	40.0	40.5	38.8	37.8	40.8	40.7	39.8	40.9	41.5	40.9	40.0	39.6
1955	41.3	40.4	39.5	41.4	41.4	41.3	40.5	41.7	42.0	40.7	42.3	43.6	41.3	40.9	40.3
1956	41.0	41.5	38.8	40.7	41.1	41.0	40.5	41.3	42.3	40.8	41.4	41.2	42.1	41.0	40.0
1957	40.3	40.5	38.3	39.9	40.4	39.6	39.1	40.9	41.1	40.1	40.8	40.9	41.0	40.4	39.7
1958	39.5	40.8	38.6	39.3	40.0	38.3	37.5	39.9	39.8	39.6	40.0	39.7	40.5	39.8	39.2
1959	40.7	41.3	39.7	40.7	41.2	40.5	40.1	40.9	41.5	40.5	40.7	41.1	40.7	40.8	39.9
1960	40.1	40.9	39.0	40.0	40.6	39.0	38.2	40.5	41.0	39.8	40.7	41.0	40.9	40.4	39.3
1961	40.3	41.1	39.4	40.0	40.7	39.6	38.9	40.5	41.0	40.2	40.5	40.1	41.4	40.7	39.5
1962	40.9	41.2	39.8	40.7	40.9	40.2	39.2	41.1	41.7	40.6	42.0	42.7	41.8	40.9	39.7
1963	41.1	41.1	40.1	40.9	41.4	41.0	40.2	41.4	41.8	40.3	42.1	42.8	41.5	40.8	39.6
1964	41.4	40.5	40.4	41.2	41.7	41.8	41.2	41.7	42.4	40.5	42.1	43.0	41.4	40.8	39.6
1965	42.0	41.9	40.9	41.6	42.0	42.1	41.2	42.1	43.1	41.0	42.9	44.2	42.0	41.4	39.9
1966	42.1	42.2	40.8	41.5	42.0	42.1	41.0	42.4	43.8	41.2	42.6	42.8	43.3	42.1	40.0
1967	41.2	41.7	40.2	40.4	41.6	41.1	40.2	41.5	42.6	40.2	41.4	40.8	42.6	41.3	39.4
1968	41.4	41.5	40.6	40.6	41.8	41.6	41.0	41.7	42.1	40.3	42.2	43.1	42.0	40.5	39.4
1969	41.3	40.4	40.2	40.4	41.9	41.8	41.3	41.6	42.5	40.4	41.5	41.6	41.8	40.7	39.0
1970	40.3	40.5	39.7	39.2	41.2	40.5	40.0	40.7	41.1	39.8	40.3	40.3	41.0	40.1	38.7
1971	40.4	41.7	40.3	39.8	41.6	40.4	39.9	40.4	40.6	39.9	40.7	41.2	40.7	39.8	38.9
1972	41.3	42.2	41.0	40.5	41.9	41.6	41.1	41.2	42.0	40.5	41.8	42.9	41.6	40.5	39.3
1973 [p]	41.5	42.4	40.7	39.9	42.1	42.4	41.8	41.6	42.6	40.4	41.9	43.5	41.5	40.7	39.0
	Average hourly earnings (dollars)														
1947	$1.28	$1.31	$1.09	$1.10	$1.19	$1.39	$1.45	$1.27	$1.34	$1.25	$1.44	$1.47	$1.37	$1.20	$1.11
1948	1.40	1.39	1.19	1.19	1.31	1.52	1.59	1.38	1.46	1.36	1.57	1.61	1.49	1.31	1.18
1949	1.45	1.48	1.23	1.23	1.37	1.59	1.66	1.45	1.52	1.41	1.64	1.70	1.56	1.37	1.22
1950	1.52	1.56	1.30	1.28	1.44	1.65	1.70	1.52	1.60	1.44	1.72	1.78	1.64	1.45	1.28
1951	1.65	1.71	1.41	1.39	1.54	1.81	1.90	1.64	1.75	1.56	1.84	1.91	1.78	1.59	1.36
1952	1.75	1.82	1.49	1.47	1.61	1.90	2.00	1.72	1.85	1.65	1.95	2.05	1.89	1.69	1.45
1953	1.86	1.92	1.55	1.54	1.72	2.06	2.18	1.83	1.95	1.74	2.05	2.14	1.99	1.75	1.52
1954	1.90	2.00	1.57	1.57	1.77	2.10	2.22	1.88	2.00	1.79	2.11	2.20	2.07	1.80	1.56
1955	1.99	2.07	1.62	1.62	1.86	2.24	2.39	1.96	2.08	1.84	2.21	2.29	2.16	1.87	1.61
1956	2.08	2.21	1.69	1.69	1.96	2.36	2.54	2.05	2.20	1.95	2.29	2.35	2.27	1.97	1.69
1957	2.19	2.36	1.74	1.75	2.05	2.50	2.70	2.16	2.29	2.04	2.39	2.46	2.35	2.06	1.75
1958	2.26	2.51	1.79	1.78	2.12	2.64	2.88	2.25	2.37	2.12	2.51	2.55	2.50	2.15	1.79
1959	2.36	2.57	1.87	1.83	2.22	2.77	3.06	2.35	2.48	2.20	2.64	2.71	2.62	2.24	1.84
1960	2.43	2.65	1.89	1.88	2.28	2.81	3.04	2.43	2.55	2.28	2.74	2.81	2.70	2.31	1.89
1961	2.49	2.75	1.95	1.91	2.34	2.90	3.16	2.49	2.62	2.35	2.80	2.86	2.77	2.38	1.92
1962	2.56	2.83	1.99	1.95	2.41	2.98	3.25	2.55	2.71	2.40	2.91	2.99	2.87	2.44	1.98
1963	2.63	2.93	2.04	2.00	2.47	3.04	3.31	2.61	2.78	2.46	3.01	3.10	2.95	2.49	2.03
1964	2.71	3.03	2.11	2.05	2.53	3.11	3.36	2.68	2.87	2.51	3.09	3.21	3.02	2.54	2.08
1965	2.79	3.13	2.17	2.12	2.62	3.18	3.42	2.76	2.96	2.58	3.21	3.34	3.14	2.62	2.14
1966	2.90	3.17	2.25	2.21	2.72	3.28	3.53	2.88	3.09	2.65	3.33	3.44	3.31	2.73	2.22
1967	3.00	3.18	2.37	2.33	2.82	3.34	3.57	2.98	3.19	2.77	3.44	3.55	3.45	2.85	2.35
1968	3.19	3.26	2.57	2.47	2.99	3.55	3.76	3.16	3.36	2.93	3.69	3.90	3.62	2.98	2.50
1969	3.38	3.42	2.74	2.62	3.19	3.79	4.02	3.34	3.58	3.09	3.89	4.10	3.86	3.15	2.66
1970	3.55	3.61	2.96	2.77	3.40	3.93	4.16	3.53	3.77	3.28	4.05	4.22	4.11	3.35	2.83
1971	3.79	3.84	3.15	2.90	3.66	4.23	4.48	3.74	3.99	3.48	4.41	4.72	4.32	3.52	2.97
1972	4.05	4.09	3.31	3.06	3.91	4.66	5.04	3.99	4.27	3.67	4.73	5.11	4.65	3.72	3.11
1973 [p]	4.32	4.28	3.58	3.26	4.17	5.03	5.44	4.24	4.54	3.86	5.07	5.45	5.00	3.88	3.27

Foot notes at end of table.

Table C-8. Gross Average Weekly Hours, Average Hourly Earnings, and Average Weekly Earnings of Production Workers on Payrolls of Manufacturing Durable Goods Industries: Annual Averages, 1947–73—Continued

Year	Durable goods														
	Total	Ordnance and accessories	Lumber and wood products	Furniture and fixtures	Stone, clay, and glass products	Primary metal industries		Fabricated metal products	Machinery, except electrical	Electrical equipment and supplies	Transportation equipment			Instruments and related products	Miscellaneous manufacturing industries
						Total [1]	Blast furnace and basic steel products				Total [1]	Motor vehicles and equipment	Aircraft and parts		
	Average weekly earnings (dollars)														
1947	$51.76	$53.81	$43.93	$45.53	$48.95	$55.38	$56.51	$51.74	$55.78	$50.25	$57.01	$58.63	$54.74	$48.36	$44.79
1948	56.36	57.28	47.60	48.87	53.19	61.18	62.84	56.33	60.38	54.54	61.74	63.15	60.97	52.58	48.07
1949	57.25	58.80	48.02	49.36	54.31	60.94	63.34	57.45	60.31	55.77	65.10	67.33	63.34	54.39	48.23
1950	62.43	65.06	51.27	53.59	59.10	67.36	67.95	63.04	67.08	59.35	71.29	74.85	68.10	59.80	52.02
1951	68.48	74.04	55.41	57.13	63.76	75.30	77.71	68.55	76.13	64.27	75.81	77.16	77.96	67.10	55.08
1952	72.63	77.35	59.15	60.86	66.17	77.52	80.00	71.72	79.55	67.98	81.51	84.87	81.27	70.98	59.02
1953	76.63	78.14	60.76	62.99	70.18	84.46	88.29	76.49	82.68	70.99	85.28	89.88	83.38	72.63	61.56
1954	76.19	79.80	61.39	62.80	71.69	81.48	83.92	76.70	81.40	71.24	86.30	91.30	84.66	72.00	61.78
1955	82.19	83.63	63.99	67.07	77.00	92.51	96.80	81.73	87.36	74.89	93.48	99.84	89.21	76.48	64.88
1956	85.28	91.72	65.57	68.78	80.56	96.76	102.87	84.67	93.06	79.56	94.81	96.92	95.57	80.77	67.60
1957	88.26	95.58	66.64	69.83	82.82	99.00	105.57	88.34	94.12	81.80	97.51	100.61	96.35	83.22	69.48
1958	89.27	102.41	69.09	69.95	84.80	101.11	108.00	89.78	94.33	83.95	100.40	101.24	101.25	85.57	70.17
1959	96.05	106.14	74.24	74.48	91.46	112.19	122.71	96.12	102.92	89.10	107.45	111.38	106.63	91.39	73.42
1960	97.44	108.39	73.71	75.20	92.57	109.59	116.13	98.42	104.55	90.74	111.52	115.21	110.43	93.32	74.28
1961	100.35	113.03	76.83	76.40	95.24	114.84	122.92	100.85	107.42	94.47	113.40	114.69	114.68	96.87	75.84
1962	104.70	116.60	79.20	79.37	98.57	119.80	127.40	104.81	113.01	97.44	122.22	127.67	119.97	99.80	78.61
1963	108.09	120.42	81.80	81.80	102.26	124.64	133.06	108.05	116.20	99.14	126.72	132.68	122.43	101.59	80.39
1964	112.19	122.72	85.24	84.46	105.50	130.00	138.43	111.76	121.69	101.66	130.09	138.03	125.03	103.63	82.37
1965	117.18	131.15	88.75	88.19	110.04	133.88	140.90	116.20	127.58	105.78	137.71	147.63	131.88	108.47	85.39
1966	122.09	133.77	91.80	91.72	114.24	138.09	144.73	122.11	135.34	109.18	141.86	147.23	143.32	114.93	88.80
1967	123.60	132.61	95.27	94.13	117.31	137.27	143.51	123.67	135.89	111.35	142.42	144.84	146.97	117.71	92.59
1968	132.07	135.29	104.34	100.28	124.98	147.68	154.16	131.77	141.46	118.08	155.72	168.09	152.04	120.69	98.50
1969	139.59	138.17	110.15	105.85	133.66	158.42	166.03	138.94	152.15	124.84	161.44	170.56	161.35	128.21	103.74
1970	143.07	146.21	117.51	108.58	140.08	159.17	166.40	143.67	154.95	130.54	163.22	170.07	168.51	134.34	109.52
1971	153.12	160.13	126.95	115.42	152.26	170.89	178.75	151.10	161.99	138.85	179.49	194.46	175.82	140.10	115.53
1972	167.27	172.60	135.71	123.93	163.83	193.86	207.14	164.39	179.34	148.64	197.71	219.22	193.44	150.66	122.22
1973 p	179.28	181.47	145.71	130.07	175.56	213.27	227.39	176.38	193.40	155.94	212.43	237.08	207.50	157.92	127.53
19															

p Preliminary unweighted average.

[1] Includes other industries not shown separately.

Table C-9. Gross Average Weekly Hours, Average Hourly Earnings, and Average Weekly Earnings of Production Workers on Payrolls of Manufacturing Nondurable Goods Industries: Annual Averages, 1947–73

Year	Nondurable goods										
	Total	Food and kindred products	Tobacco manufactures	Textile mill products	Apparel and other textile products	Paper and allied products	Printing and publishing	Chemicals and allied products	Petroleum and coal products	Rubber and plastics products, n.e.c.	Leather and leather products
	Average weekly hours										
1947	40.2	43.2	38.9	39.6	36.0	43.1	40.2	41.2	40.6	39.9	38.6
1948	39.6	42.4	38.3	39.2	35.8	42.8	39.4	41.2	40.6	39.2	37.2
1949	38.9	41.9	37.3	37.6	35.4	41.7	38.8	40.7	40.3	38.4	36.6
1950	39.7	41.9	38.1	39.6	36.0	43.3	38.9	41.2	40.8	41.0	37.6
1951	39.5	42.1	38.5	38.8	35.6	43.1	38.9	41.3	40.8	40.7	36.9
1952	39.7	41.9	38.4	39.1	36.3	42.8	38.9	40.9	40.5	40.8	38.4
1953	39.6	41.5	38.1	39.1	36.1	43.0	39.0	41.0	40.7	40.4	37.7
1954	39.0	41.3	37.6	38.3	35.3	42.3	38.5	40.8	40.7	39.8	36.9
1955	39.9	41.5	38.7	40.1	36.3	43.1	38.9	41.1	40.9	41.8	37.9
1956	39.6	41.3	38.8	39.7	36.0	42.8	38.9	41.1	41.0	40.4	37.6
1957	39.2	40.8	38.4	38.9	35.7	42.3	38.6	40.9	40.8	40.6	37.4
1958	38.8	40.8	39.1	38.6	35.1	41.9	38.0	40.7	40.9	39.2	36.7
1959	39.7	41.0	39.1	40.4	36.3	42.8	38.4	41.4	41.2	41.3	37.8
1960	39.2	40.8	38.2	39.5	35.4	42.1	38.4	41.3	41.1	39.9	36.9
1961	39.3	40.9	39.0	39.9	35.4	42.5	38.2	41.4	41.3	40.4	37.4
1962	39.6	41.0	38.6	40.6	36.2	42.5	38.3	41.6	41.6	41.0	37.6
1963	39.6	41.0	38.7	40.6	36.1	42.7	38.3	41.5	41.7	40.8	37.5
1964	39.7	41.0	38.8	41.0	35.9	42.8	38.5	41.6	41.8	41.3	37.9
1965	40.1	41.1	37.9	41.8	36.4	43.1	38.6	41.9	42.2	42.0	38.2
1966	40.2	41.2	38.9	41.9	36.4	43.4	38.8	42.0	42.4	42.0	38.6
1967	39.7	40.9	38.6	40.9	36.0	42.8	38.4	41.6	42.7	41.4	38.1
1968	39.8	40.8	37.9	41.2	36.1	42.9	38.3	41.8	42.5	41.5	38.3
1969	39.7	40.8	37.4	40.8	35.9	43.0	38.4	41.8	42.6	41.1	37.2
1970	39.1	40.5	37.8	39.9	35.3	41.9	37.7	41.6	42.7	40.3	37.2
1971	39.3	40.3	37.8	40.6	35.6	42.1	37.5	41.6	42.4	40.3	37.7
1972	39.7	40.4	37.4	41.3	36.0	42.8	37.9	41.8	42.2	41.2	38.3
1973 p	39.6	40.4	37.2	40.8	35.8	42.8	37.9	42.0	42.2	41.0	37.9
	Average hourly earnings (dollars)										
1947	$1.15	$1.06	$0.91	$1.04	$1.16	$1.15	$1.48	$1.22	$1.50	$1.30	$1.04
1948	1.25	1.15	.96	1.16	1.22	1.28	1.65	1.34	1.71	1.36	1.11
1949	1.30	1.21	1.00	1.18	1.21	1.33	1.77	1.42	1.80	1.41	1.12
1950	1.35	1.26	1.08	1.23	1.24	1.40	1.83	1.50	1.84	1.47	1.17
1951	1.44	1.35	1.14	1.32	1.31	1.51	1.91	1.62	1.99	1.58	1.25
1952	1.51	1.44	1.18	1.34	1.32	1.59	2.02	1.69	2.10	1.71	1.30
1953	1.58	1.53	1.25	1.36	1.35	1.67	2.11	1.81	2.22	1.80	1.35
1954	1.62	1.59	1.30	1.36	1.37	1.73	2.18	1.89	2.29	1.84	1.36
1955	1.67	1.66	1.34	1.38	1.37	1.81	2.26	1.97	2.37	1.96	1.39
1956	1.77	1.76	1.45	1.44	1.47	1.92	2.33	2.09	2.54	2.03	1.48
1957	1.85	1.85	1.53	1.49	1.51	2.02	2.40	2.20	2.66	2.11	1.52
1958	1.91	1.94	1.59	1.49	1.54	2.10	2.49	2.29	2.73	2.19	1.56
1959	1.98	2.02	1.64	1.56	1.56	2.18	2.59	2.40	2.85	2.27	1.59
1960	2.05	2.11	1.70	1.61	1.59	2.26	2.68	2.50	2.89	2.32	1.64
1961	2.11	2.17	1.78	1.63	1.64	2.34	2.75	2.58	3.01	2.38	1.98
1962	2.17	2.24	1.85	1.68	1.69	2.40	2.82	2.65	3.05	2.44	1.72
1963	2.22	2.30	1.91	1.71	1.73	2.48	2.89	2.72	3.16	2.47	1.76
1964	2.29	2.37	1.95	1.79	1.79	2.56	2.97	2.80	3.20	2.54	1.82
1965	2.36	2.43	2.09	1.87	1.83	2.65	3.06	2.89	3.28	2.61	1.88
1966	2.45	2.52	2.19	1.96	1.89	2.75	3.16	2.99	3.41	2.67	1.94
1967	2.57	2.64	2.27	2.06	2.03	2.87	3.28	3.10	3.58	2.74	2.07
1968	2.74	2.80	2.48	2.21	2.21	3.05	3.48	3.26	3.75	2.92	2.23
1969	2.91	2.96	2.62	2.34	2.31	3.24	3.69	3.47	4.00	3.07	2.36
1970	3.08	3.16	2.91	2.45	2.39	3.44	3.92	3.69	4.28	3.20	2.49
1971	3.26	3.38	3.15	2.57	2.49	3.67	4.20	3.94	4.57	3.40	2.60
1972	3.47	3.60	3.43	2.73	2.61	3.94	4.48	4.20	4.95	3.60	2.71
1973 p	3.69	3.83	3.78	2.94	2.78	4.18	4.68	4.46	5.22	3.80	2.81
	Average weekly earnings (dollars)										
1947	$46.03	$45.92	$35.20	$40.99	$41.80	$49.69	$59.34	$50.31	$60.98	$51.87	$40.07
1948	49.50	48.89	36.61	45.28	43.68	54.74	65.17	55.33	69.30	53.35	41.11
1949	50.38	50.53	37.26	44.41	42.80	55.42	68.64	57.67	72.46	54.14	41.07
1950	53.48	52.88	41.00	48.63	44.64	60.53	71.26	61.68	75.11	60.35	43.99
1951	56.88	56.84	43.89	51.22	46.64	65.08	74.30	66.91	81.19	64.31	46.13
1952	59.95	60.34	45.31	52.39	47.92	68.05	78.58	69.12	85.05	69.77	49.92
1953	62.57	63.50	47.63	53.18	48.74	71.81	82.29	74.21	90.35	72.72	50.90
1954	63.18	65.67	48.88	52.09	48.36	73.18	83.93	77.11	93.20	73.23	50.18
1955	66.63	68.89	51.86	55.34	49.73	78.01	87.91	80.97	96.93	81.93	52.68
1956	70.09	72.69	56.26	57.17	52.92	82.18	90.64	85.90	104.14	82.01	55.65
1957	72.52	75.48	58.75	57.96	53.91	85.45	92.64	89.98	108.53	85.67	56.85
1958	74.11	79.15	62.17	57.51	54.05	87.99	94.62	93.20	111.66	85.85	57.25
1959	78.61	82.82	64.12	63.02	56.63	93.30	99.46	99.36	117.42	93.75	60.10
1960	80.36	86.09	64.94	63.60	56.29	95.15	102.91	103.25	118.78	92.57	60.52
1961	82.92	88.75	69.42	65.04	58.06	99.45	105.05	106.81	124.31	96.15	62.83
1962	85.93	91.84	71.41	68.21	61.18	102.00	108.01	110.24	126.88	100.04	64.67
1963	87.91	94.30	73.92	69.43	62.45	105.90	110.69	112.88	131.77	100.78	66.00
1964	90.91	97.17	75.66	73.39	64.26	109.57	114.35	116.48	133.76	104.90	68.98
1965	94.64	99.87	79.21	78.17	66.61	114.22	118.12	121.09	138.42	109.62	71.82
1966	98.49	103.82	85.19	82.12	68.80	119.35	122.61	125.58	144.58	112.14	74.88
1967	102.03	107.98	87.62	84.25	73.08	122.84	125.95	128.96	152.87	113.44	78.87
1968	109.05	114.24	93.99	91.05	79.78	130.85	133.28	136.27	159.38	121.18	85.41
1969	115.53	120.77	97.99	95.47	82.93	139.32	141.70	145.05	170.40	126.18	87.79
1970	120.43	127.98	110.00	97.76	84.37	144.14	147.78	153.50	182.76	128.96	92.63
1971	128.12	136.21	119.07	104.34	88.64	154.51	157.50	163.90	193.77	137.02	98.02
1972	137.76	145.44	128.28	112.75	93.96	168.63	169.79	175.56	208.89	148.32	103.79
1973 p	146.12	154.73	140.62	119.95	99.52	178.90	177.37	187.32	220.28	155.80	106.50

p Preliminary unweighted average.

Table C-10. Selected Payroll Series on Hours, Earnings, and Labor Turnover: Annual Averages, 1947–73

Year	Average weekly overtime hours			Average hourly earnings index (1967=100) [1]				Aggregate weekly man-hours index (1967=100)		Aggregate weekly payroll index (1967=100)	
	Manufacturing	Durable goods	Nondurable goods	Total private nonfarm		Manufacturing excluding overtime		Total private nonfarm	Manufacturing	Total private nonfarm	Manufacturing
				Current dollars	1967 dollars	Current dollars	1967 dollars				
1947	(2)	(2)	(2)	42.6	63.7	(2)	(2)	(2)	90.4	(2)	38.9
1948	(2)	(2)	(2)	46.0	63.8	(2)	(2)	(2)	89.0	(2)	41.8
1949	(2)	(2)	(2)	48.2	67.5	(2)	(2)	(2)	79.5	(2)	38.7
1950	(2)	(2)	(2)	50.0	69.3	(2)	(2)	(2)	87.3	(2)	44.5
1951	(2)	(2)	(2)	53.7	69.0	(2)	(2)	(2)	93.6	(2)	51.8
1952	(2)	(2)	(2)	56.4	70.9	(2)	(2)	(2)	93.6	(2)	54.5
1953	(2)	(2)	(2)	59.6	74.4	(2)	(2)	(2)	96.1	(2)	60.4
1954	(2)	(2)	(2)	61.7	76.6	(2)	(2)	(2)	87.5	(2)	55.1
1955	(2)	(2)	(2)	63.7	79.4	(2)	(2)	(2)	93.1	(2)	61.1
1956	2.8	3.0	2.4	67.0	82.3	(2)	(2)	(2)	93.5	(2)	64.6
1957	2.3	2.4	2.2	70.3	83.4	(2)	(2)	(2)	90.5	(2)	65.4
1958	2.0	1.9	2.2	73.2	84.5	(2)	(2)	(2)	81.0	(2)	60.3
1959	2.7	2.7	2.7	75.8	86.8	(2)	(2)	(2)	87.4	(2)	67.8
1960	2.4	2.4	2.5	78.4	88.4	(2)	(2)	(2)	86.1	(2)	68.9
1951	2.4	2.3	2.5	80.8	90.2	(2)	(2)	(2)	82.9	(2)	68.0
1962	2.8	2.8	2.7	83.5	92.2	(2)	(2)	(2)	86.8	(2)	73.4
1963	2.8	2.9	2.7	85.9	93.7	(2)	(2)	(2)	87.5	(2)	76.0
1964	3.1	3.3	2.9	88.6	95.3	90.3	97.1	91.4	89.6	89.5	80.2
1965	3.6	3.9	3.2	91.9	97.2	92.6	98.0	95.5	95.3	87.6	88.1
1966	3.9	4.3	3.4	95.6	98.4	95.7	98.5	99.6	101.8	95.3	97.8
1967	3.4	3.5	3.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1968	3.6	3.8	3.3	106.6	102.3	106.2	101.9	102.3	101.8	108.8	108.3
1969	3.6	3.8	3.4	113.6	103.5	112.6	102.5	105.6	103.3	119.8	116.6
1970	3.0	3.0	3.0	121.2	104.2	119.6	102.8	103.7	96.2	124.7	114.1
1971	2.9	2.8	3.0	129.7	106.9	127.5	105.1	102.8	92.3	131.8	116.3
1972	3.5	3.6	3.3	137.9	110.1	135.4	108.0	106.6	96.8	145.3	130.2
1973 [p]	3.8	4.1	3.4	146.5	110.1	143.4	107.7	110.9	102.2	161.2	146.9

Labor turnover rates per 100 employees, manufacturing

Year	Accessions		Separations			Year	Accessions		Separations		
	Total	New hires	Total	Quits	Layoffs		Total	New hires	Total	Quits	Layoffs
1947	6.2	(2)	5.7	4.1	1.1	1961	4.1	2.2	4.0	1.2	2.2
1948	5.4	(2)	5.4	3.4	1.6	1962	4.1	2.5	4.1	1.4	2.0
1949	4.3	(2)	5.0	1.9	2.9	1963	3.9	2.4	3.9	1.4	1.8
1950	5.3	(2)	4.1	2.3	1.3	1964	4.0	2.6	3.9	1.5	1.7
1951	5.3	4.1	5.3	2.9	1.4	1965	4.3	3.1	4.1	1.9	1.4
1952	5.4	4.1	4.9	2.8	1.4	1966	5.0	3.8	4.6	2.6	1.2
1953	4.8	3.6	5.1	2.8	1.6	1967	4.4	3.3	4.6	2.3	1.4
1954	3.6	1.9	4.1	1.4	2.3	1968	4.6	3.5	4.6	2.5	1.2
1955	4.5	3.0	3.9	1.9	1.5	1969	4.7	3.7	4.9	2.7	1.2
1956	4.2	2.8	4.2	1.9	1.7	1970	4.0	2.8	4.8	2.1	1.8
1957	3.6	2.2	4.2	1.6	2.1	1971	3.9	2.5	4.2	1.8	1.6
1958	3.6	1.7	4.1	1.1	2.6	1972	4.4	3.3	4.2	2.2	1.1
1959	[3]4.2	2.6	[3]4.1	1.5	2.0	1973 [p]	4.8	3.9	4.6	2.7	.9
1960	3.8	2.2	4.3	1.3	2.4						

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[p] Preliminary (hours, earnings, and payroll averages are unweighted).

[1] Adjusted for interindustry employment shifts.

[2] Not available.

[3] Transfers between establishments of the same firm are included in total accessions and total separations beginning 1959; therefore rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

Table C–11. Spendable Average Weekly Earnings in Current and Constant Dollars, by Industry Division: Annual Averages, 1947–73

Year	Spendable average weekly earnings, worker with three dependents							
	Total private	Mining	Contract construction	Manufacturing	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, real estate [1]	Services
	In current dollars							
1947	$44.64	$56.42	$55.53	$47.58	(2)	$37.69	$42.70	(2)
1948	48.51	62.85	62.60	52.31	(2)	40.39	45.03	(2)
1949	49.74	60.10	64.55	52.95	(2)	42.50	47.15	(2)
1950	52.04	63.81	65.94	56.36	(2)	43.88	49.76	(2)
1951	55.79	68.88	71.21	60.18	(2)	47.07	53.23	(2)
1952	57.87	71.30	75.51	62.98	(2)	48.46	55.07	(2)
1953	60.31	75.65	78.36	65.60	(2)	50.57	57.02	(2)
1954	60.85	75.58	80.76	65.65	(2)	51.89	58.86	(2)
1955	63.41	81.04	82.16	69.79	(2)	53.36	60.37	(2)
1956	65.82	85.57	86.65	72.25	(2)	55.21	61.77	(2)
1957	67.71	88.30	89.63	74.31	(2)	56.76	63.09	(2)
1958	69.11	86.20	92.51	75.23	(2)	58.48	65.15	(2)
1959	71.86	91.94	95.82	79.40	(2)	60.44	67.06	(2)
1960	72.96	92.92	99.15	80.11	(2)	61.38	68.59	(2)
1961	74.48	94.13	103.29	82.18	(2)	62.48	70.15	(2)
1962	76.99	96.90	106.78	85.53	(2)	64.37	73.07	(2)
1963	78.56	99.69	110.18	87.58	(2)	65.67	75.36	(2)
1964	82.57	104.40	116.40	92.18	$104.92	68.93	78.14	$65.36
1965	86.30	110.27	122.83	96.78	111.64	71.12	81.20	68.71
1966	88.66	113.98	127.38	99.45	112.20	72.70	83.29	71.10
1967	90.86	118.52	134.33	101.26	114.56	74.75	85.79	73.64
1968	95.28	122.52	140.34	106.75	119.54	78.49	90.66	76.81
1969	99.99	131.09	152.49	111.44	125.78	81.94	95.50	81.49
1970	104.61	140.50	166.47	115.90	133.52	85.86	99.76	86.66
1971	112.12	148.11	181.92	123.93	145.69	91.40	107.74	93.16
1972	120.79	160.75	192.67	135.56	161.85	97.19	114.93	99.14
1973 p	126.55	168.77	202.47	142.59	173.66	100.49	118.47	103.29
	In 1967 dollars							
1947	$66.73	$84.34	$83.00	$71.12	(2)	$56.34	$63.83	(2)
1948	67.28	87.17	86.82	72.55	(2)	56.02	62.45	(2)
1949	69.66	84.17	90.41	74.16	(2)	59.52	66.04	(2)
1950	72.18	88.50	91.46	78.17	(2)	60.86	69.02	(2)
1951	71.71	88.53	91.53	77.35	(2)	60.50	68.42	(2)
1952	72.79	89.69	94.98	79.22	(2)	60.96	69.27	(2)
1953	75.29	94.44	97.83	81.90	(2)	63.13	71.19	(2)
1954	75.59	93.89	100.32	81.55	(2)	64.46	73.12	(2)
1955	79.06	101.05	102.44	87.02	(2)	66.53	75.27	(2)
1956	80.86	105.12	106.45	88.76	(2)	67.83	75.88	(2)
1957	80.32	104.74	106.32	88.15	(2)	67.33	74.84	(2)
1958	79.80	99.54	106.82	86.87	(2)	67.53	75.23	(2)
1959	82.31	105.32	109.76	90.95	(2)	69.23	76.82	(2)
1960	82.25	104.76	111.78	90.32	(2)	69.20	77.33	(2)
1961	83.13	105.06	115.28	91.72	(2)	69.73	78.29	(2)
1962	84.98	106.95	117.86	94.40	(2)	71.05	80.65	(2)
1963	85.67	108.71	120.15	95.51	(2)	71.61	82.18	(2)
1964	88.88	112.38	125.30	99.22	$112.94	74.20	84.11	$70.36
1965	91.32	116.69	129.98	102.41	118.14	75.26	85.93	72.71
1966	91.21	117.26	131.05	102.31	115.43	74.79	85.69	73.15
1967	90.86	118.52	134.33	101.26	114.56	74.75	85.79	73.64
1968	91.44	117.58	134.68	102.45	114.72	75.33	87.01	73.71
1969	91.07	119.39	138.88	101.49	114.55	74.63	86.98	74.22
1970	89.95	120.81	143.14	99.66	114.81	73.83	85.78	74.51
1971	92.43	122.10	149.98	102.17	120.11	75.35	88.82	76.80
1972	96.40	128.29	153.77	108.19	129.17	77.57	91.72	79.12
1973 p	95.08	126.80	152.12	107.13	130.47	75.50	89.01	77.60

p Preliminary unweighted average.

[1] Excludes data for nonoffice salespersons

[2] Separate data not available.

NOTE: Data for earnings series for mining and manufacturing refer to production and related workers; for contract construction, to construction workers; for all other divisions, to nonsupervisory workers.

Table D–1. Employees on Payrolls of Nonagricultural Establishments, by Region and State: Annual Averages, 1947–73

[Thousands]

Region and State	1973[p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961
Region I	4,727	4,598	4,491	4,549	4,553	4,432	4,335	4,209	4,011	3,876	3,822	3,800	3,720
Maine	353	344	332	332	330	323	317	309	295	285	280	280	277
New Hampshire	289	275	261	260	259	252	244	235	221	213	209	208	202
Vermont	161	154	148	148	146	140	136	131	121	114	112	111	107
Massachusetts	2,340	2,284	2,245	2,268	2,278	2,216	2,170	2,109	2,024	1,969	1,954	1,953	1,919
Rhode Island	362	356	341	343	346	343	338	330	317	304	298	298	292
Connecticut	1,222	1,186	1,164	1,198	1,194	1,158	1,130	1,095	1,033	991	969	950	923
Region II	9,796	9,688	9,616	9,764	9,753	9,487	9,279	9,068	8,775	8,540	8,403	8,357	8,192
New York	7,071	7,022	7,005	7,155	7,182	7,002	6,858	6,710	6,519	6,371	6,274	6,261	6,158
New Jersey	2,725	2,666	2,611	2,609	2,571	2,485	2,421	2,358	2,256	2,169	2,129	2,096	2,034
Region III	8,944	8,745	8,525	8,525	8,488	8,257	8,044	7,822	7,473	7,178	6,993	6,894	6,729
Pennsylvania	4,453	4,371	4,287	4,347	4,371	4,260	4,167	4,073	3,914	3,773	3,692	3,692	3,635
Delaware	237	232	219	214	210	202	197	193	184	171	163	156	152
Maryland	1,396	1,351	1,316	1,301	1,276	1,227	1,182	1,135	1,060	1,012	979	949	911
District of Columbia	687	685	683	681	681	675	664	641	619	598	585	567	548
Virginia	1,629	1,569	1,500	1,465	1,438	1,385	1,330	1,285	1,219	1,163	1,124	1,082	1,035
West Virginia	542	537	520	517	512	508	504	495	477	461	450	448	448
Region IV	11,511	11,042	10,439	10,160	9,942	9,501	9,104	8,776	8,233	7,791	7,480	7,211	6,947
North Carolina	1,963	1,912	1,819	1,783	1,747	1,679	1,601	1,534	1,431	1,354	1,299	1,259	1,209
South Carolina	970	919	863	842	820	783	754	735	686	651	631	610	587
Georgia	1,711	1,671	1,603	1,558	1,532	1,456	1,395	1,338	1,257	1,187	1,140	1,093	1,051
Florida	2,571	2,408	2,249	2,152	2,070	1,932	1,816	1,727	1,619	1,527	1,447	1,388	1,334
Kentucky	1,037	987	932	910	895	869	835	803	759	722	703	674	648
Tennessee	1,511	1,450	1,357	1,328	1,310	1,264	1,219	1,184	1,109	1,046	1,003	969	934
Alabama	1,096	1,065	1,022	1,010	1,000	970	952	936	887	844	813	792	775
Mississippi	652	630	594	577	568	548	532	519	485	460	444	426	409
Region V	16,722	16,174	15,795	15,911	16,038	15,515	15,125	14,758	13,960	13,276	12,892	12,647	12,324
Ohio	4,068	3,934	3,840	3,881	3,887	3,751	3,620	3,537	3,364	3,216	3,145	3,099	3,044
Indiana	2,019	1,922	1,841	1,849	1,880	1,817	1,777	1,737	1,631	1,546	1,499	1,461	1,408
Illinois	4,354	4,283	4,280	4,329	4,358	4,267	4,192	4,078	3,864	3,696	3,599	3,557	3,487
Michigan	3,237	3,107	2,997	3,005	3,085	2,963	2,904	2,862	2,687	2,518	2,412	2,337	2,247
Wisconsin	1,628	1,577	1,525	1,530	1,525	1,472	1,431	1,394	1,332	1,271	1,234	1,207	1,180
Minnesota	1,416	1,351	1,312	1,317	1,303	1,245	1,201	1,150	1,082	1,029	1,003	986	958
Region VI	6,990	6,723	6,388	6,275	6,214	5,965	5,734	5,506	5,197	4,966	4,793	4,662	4,524
Arkansas	615	586	549	534	531	513	498	485	455	429	415	397	376
Louisiana	1,144	1,120	1,061	1,042	1,041	1,028	1,005	966	906	856	817	795	781
Oklahoma	830	807	780	770	755	727	706	682	648	624	612	602	587
Texas	4,056	3,882	3,692	3,636	3,599	3,420	3,252	3,101	2,925	2,801	2,700	2,625	2,544
New Mexico	345	328	306	293	288	277	273	272	263	256	249	243	236
Region VII	3,999	3,857	3,709	3,704	3,701	3,608	3,524	3,416	3,242	3,125	3,051	3,001	2,955
Iowa	963	931	889	883	879	857	837	807	755	720	701	686	680
Missouri	1,754	1,699	1,655	1,662	1,666	1,625	1,590	1,548	1,472	1,413	1,378	1,350	1,327
Nebraska	529	513	489	482	472	456	447	431	416	406	399	393	387
Kansas	753	714	676	677	684	670	650	630	599	586	573	572	56
Region VIII	2,055	1,958	1,820	1,752	1,699	1,637	1,581	1,535	1,473	1,438	1,421	1,391	1,348
North Dakota	183	177	168	163	157	155	151	148	146	142	136	131	126
South Dakota	205	196	183	177	173	167	163	159	155	151	152	153	147
Montana	226	218	207	201	198	195	190	187	181	176	175	172	167
Wyoming	126	119	111	109	108	103	100	98	97	98	97	96	97
Colorado	898	853	780	743	713	680	649	625	593	577	566	552	537
Utah	417	395	371	359	350	337	328	318	301	294	295	287	274
Region IX	8,896	8,397	8,014	7,992	7,919	7,547	7,222	6,974	6,580	6,353	6,132	5,905	5,647
Arizona	702	647	583	547	517	473	446	435	404	389	377	365	347
Nevada	243	224	211	203	194	177	166	162	157	149	143	127	110
California	7,635	7,216	6,918	6,948	6,932	6,642	6,368	6,145	5,800	5,607	5,412	5,218	4,996
Hawaii	316	310	302	294	276	255	242	232	219	208	200	195	194
Region X	2,321	2,211	2,107	2,090	2,116	2,051	1,962	1,886	1,753	1,662	1,627	1,609	1,544
Idaho	245	232	217	208	201	193	188	185	178	169	165	165	159
Washington	1,151	1,102	1,065	1,080	1,121	1,100	1,046	989	879	855	851	857	819
Oregon	816	773	727	709	707	678	651	639	607	573	549	528	509
Alaska	109	104	98	93	87	80	77	73	71	65	62	59	57

Footnotes at end of table.

Table D–1. Employees on Payrolls of Nonagricultural Establishments, by Region and State: Annual Averages, 1947–73—Continued

Region and State	1960[p]	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947
Region I	3,701	3,649	3,532	3,649	3,647	3,549	3,492	3,587	3,514	3,507	3,345	3,234	3,372	3,334
Maine	278	273	265	274	279	275	270	276	276	272	254	252	265	263
New Hampshire	201	196	188	189	187	184	177	178	176	175	168	164	173	169
Vermont	108	107	104	106	106	102	102	104	100	100	97	95	99	99
Massachusetts	1,907	1,888	1,825	1,873	1,866	1,818	1,792	1,845	1,810	1,823	1,761	1,712	1,760	1,731
Rhode Island	292	287	277	285	296	295	291	304	304	308	299	281	299	298
Connecticut	915	898	873	922	913	875	860	880	848	829	766	730	776	774
Region II	8,199	8,099	7,938	8,147	8,027	7,782	7,649	7,786	7,632	7,523	7,233	7,069	7,253	7,141
New York	6,182	6,128	6,027	6,179	6,093	5,917	5,828	5,936	5,828	5,755	5,576	5,473	5,596	5,518
New Jersey	2,017	1,971	1,911	1,968	1,934	1,865	1,821	1,850	1,804	1,768	1,657	1,596	1,657	1,623
Region III	6,777	6,696	6,614	6,874	6,820	6,623	6,484	6,797	6,707	6,677	6,307	6,141	6,357	6,225
Pennsylvania	3,713	3,677	3,660	3,843	3,826	3,748	3,692	3,910	3,819	3,838	3,643	3,555	3,725	3,672
Delaware	154	151	149	154	157	144	135	139	134	129	121	113	115	111
Maryland	896	876	855	882	870	835	803	815	793	769	716	686	697	673
District of Columbia	536	526	513	514	509	503	499	517	537	534	498	489	483	477
Virginia	1,018	1,001	967	972	956	912	880	903	898	869	805	775	786	772
West Virginia	460	465	470	509	502	481	475	513	526	538	524	523	551	520
Region IV	6,911	6,749	6,463	6,462	6,331	6,063	5,789	5,868	5,733	5,527	5,148	4,899	5,031	4,864
North Carolina	1,196	1,164	1,109	1,101	1,099	1,059	1,012	1,024	1,007	987	928	868	895	880
South Carolina	583	567	546	545	543	533	520	544	544	506	461	443	456	436
Georgia	1,051	1,030	989	997	994	960	915	930	905	872	807	770	779	759
Florida	1,321	1,273	1,186	1,153	1,060	966	883	849	809	760	704	657	658	641
Kentucky	654	647	635	657	649	620	599	631	620	599	557	537	557	530
Tennessee	926	907	875	887	887	868	842	853	827	806	759	722	754	717
Alabama	776	764	742	755	735	703	678	693	681	663	620	605	629	610
Mississippi	404	397	381	367	364	354	340	344	340	334	312	297	303	291
Region V	12,603	[1] 12,406	[1] 11,980	12,643	12,660	12,385	11,919	12,444	11,915	11,776	11,171	10,712	11,121	10,833
Ohio	3,147	3,113	3,007	3,230	3,220	3,129	3,028	3,150	3,006	2,953	2,760	2,655	2,786	2,708
Indiana	1,431	[1] 1,397	1,333	1,408	1,406	1,377	1,320	1,422	1,360	1,353	1,272	1,188	1,227	1,194
Illinois	3,522	3,500	3,412	3,558	3,538	3,410	3,317	3,444	3,350	3,297	3,160	3,088	3,206	3,165
Michigan	2,351	2,297	[1] 2,204	2,376	2,440	2,479	2,321	2,456	2,275	2,266	2,154	2,019	2,094	2,014
Wisconsin	1,192	1,166	1,115	1,152	1,147	1,108	1,070	1,097	1,080	1,071	1,022	987	1,015	986
Minnesota	960	933	909	919	909	882	863	875	844	836	803	775	793	766
Region VI	4,507	4,468	4,347	4,365	4,262	4,072	3,926	3,970	3,907	3,758	3,484	3,359	3,359	3,181
Arkansas	367	359	344	337	333	321	311	320	323	319	298	288	294	286
Louisiana	790	789	783	803	772	726	709	711	684	670	636	623	618	592
Oklahoma	582	573	557	565	563	551	531	535	527	504	477	466	463	437
Texas	2,532	2,513	2,442	2,450	2,396	2,291	2,200	2,225	2,202	2,104	1,921	1,841	1,850	1,743
New Mexico	236	234	221	210	198	183	175	179	171	161	152	141	134	123
Region VII	2,966	2,936	2,848	2,886	2,870	2,817	2,775	2,833	2,801	2,733	2,578	2,496	2,514	2,441
Iowa	681	675	647	654	649	632	619	632	630	631	610	593	596	577
Missouri	1,345	1,333	1,298	1,322	1,314	1,286	1,267	1,308	1,289	1,257	1,185	1,143	1,162	1,136
Nebraska	381	369	357	356	357	355	348	349	344	334	319	312	313	301
Kansas	559	559	546	554	550	544	541	544	538	511	464	448	443	427
Region VIII	1,312	1,271	1,219	1,219	1,198	1,150	1,110	1,121	1,105	1,065	1,005	970	972	932
North Dakota	126	128	123	121	120	116	117	115	113	109	109	106	103	97
South Dakota	142	138	133	132	133	128	125	125	122	120	119	116	115	110
Montana	167	165	162	165	169	162	157	157	155	151	149	147	145	138
Wyoming	97	93	88	88	88	86	86	88	86	83	80	79	80	73
Colorado	515	493	471	471	452	433	412	417	413	393	358	338	345	335
Utah	265	254	242	242	236	225	213	219	216	209	190	184	184	179
Region IX	5,522	5,357	4,874	4,886	4,689	4,394	4,151	4,161	4,002	3,758	3,425	3,293	3,371	3,280
Arizona	334	309	287	273	251	226	209	208	198	181	162	154	155	146
Nevada	103	96	88	88	86	85	76	72	66	59	54	51	53	54
California	4,896	4,775	4,499	4,525	4,352	4,083	3,866	3,881	3,738	3,518	3,209	3,088	3,163	3,080
Hawaii	189	177	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------
Region X	1,534	1,466	1,416	1,431	1,422	1,382	1,330	1,354	1,352	1,336	1,254	1,216	1,244	1,214
Idaho	155	155	151	148	145	139	133	136	138	139	132	126	125	123
Washington	813	813	790	803	785	768	741	749	746	735	684	671	686	671
Oregon	509	498	475	480	492	475	456	469	468	462	438	419	433	420
Alaska	57	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

[p] Preliminary (12-month) average.
[1] Data are not strictly comparable with earlier years from this year forward.

NOTE: Data for several States have been revised because of recent benchmark adjustments.

SOURCE: State agencies cooperating with the U.S. Department of Labor.

Table D-2. Employees on Payrolls of Manufacturing Establishments, by Region and State: Annual Averages, 1947–73

[Thousands]

Region and State	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961
Region I	1,402	1,354	1,343	1,456	1,540	1,553	1,565	1,549	1,460	1,412	1,425	1,454	1,429
Maine	104	103	103	110	116	118	116	115	108	104	103	104	103
New Hampsire	95	91	86	92	98	100	98	96	90	86	86	89	86
Vermont	41	39	38	41	43	44	44	43	39	35	35	36	34
Massachusetts	619	600	600	648	683	690	700	696	666	650	664	688	685
Rhode Island	122	119	115	121	128	127	127	128	121	116	116	119	117
Connecticut	421	402	401	444	472	474	480	471	436	421	421	418	404
Region II	2,441	2,420	2,455	2,624	2,765	2,764	2,768	2,773	2,674	2,601	2,613	2,651	2,614
New York	1,623	1,605	1,633	1,761	1,871	1,879	1,886	1,895	1,838	1,795	1,804	1,838	1,823
New Jersey	818	815	822	863	894	885	882	878	836	806	809	813	791
Region III	2,343	2,277	2,258	2,376	2,460	2,435	2,412	2,405	2,294	2,204	2,158	2,149	2,106
Pennsylvania	1,477	1,434	1,433	1,523	1,583	1,565	1,557	1,560	1,489	1,429	1,397	1,399	1,378
Delaware	74	72	70	71	73	73	72	71	68	62	59	56	55
Maryland	254	248	252	271	282	281	283	280	265	258	260	259	257
District of Columbia	17	17	18	19	20	21	21	21	20	20	20	20	20
Virginia	395	383	362	365	371	363	346	340	323	309	298	292	276
West Virginia	126	123	123	127	131	132	133	133	129	126	124	123	120
Region IV	3,301	3,204	3,057	3,070	3,091	2,958	2,847	2,776	2,567	2,406	2,313	2,238	2,130
North Carolina	770	756	723	718	720	692	664	644	596	562	542	531	509
South Carolina	368	354	337	340	342	327	320	314	293	278	270	260	247
Georgia	478	473	460	466	476	452	438	431	403	378	363	350	333
Florida	352	335	317	322	328	310	293	275	252	237	229	222	211
Kentucky	282	265	251	253	248	240	231	226	206	192	183	175	166
Tennessee	503	488	461	465	470	455	436	425	387	362	345	332	314
Alabama	336	328	319	324	325	307	298	295	277	257	247	240	231
Mississippi	212	205	189	182	182	175	167	166	153	140	134	128	119
Region V	5,484	5,202	5,110	5,351	5,666	5,528	5,459	5,481	5,157	4,869	4,739	4,657	4,461
Ohio	1,411	1,344	1,332	1,407	1,468	1,431	1,399	1,402	1,324	1,257	1,235	1,216	1,181
Indiana	756	709	683	710	752	723	716	720	674	631	615	602	568
Illinois	1,321	1,270	1,267	1,342	1,400	1,387	1,393	1,393	1,302	1,238	1,204	1,199	1,165
Michigan	1,149	1,077	1,049	1,072	1,193	1,162	1,139	1,169	1,103	1,026	981	944	879
Wisconsin	520	494	480	501	521	510	509	509	492	470	461	456	439
Minnesota	327	308	299	319	332	315	303	288	262	247	243	240	229
Region VI	1,327	1,269	1,213	1,239	1,252	1,189	1,123	1,068	986	935	891	863	831
Arkansas	198	184	172	168	168	159	152	148	134	125	119	113	105
Louisiana	182	179	174	175	181	178	173	165	158	152	146	139	136
Oklahoma	147	139	131	134	130	122	116	113	103	97	91	90	87
Texas	773	741	714	741	753	712	664	624	574	543	518	504	487
New Mexico	27	26	22	21	20	18	18	18	17	18	17	17	16
Region VII	941	891	849	882	922	913	899	872	800	775	756	747	729
Iowa	237	223	209	216	225	223	219	212	192	183	179	174	171
Missouri	455	438	427	446	462	459	454	445	417	403	394	387	376
Nebraska	90	87	83	85	87	83	80	75	69	68	67	68	67
Kansas	159	143	130	135	148	148	146	140	122	121	116	118	115
Region VIII	263	253	233	230	225	214	206	202	191	194	200	197	190
North Dakota	12	11	10	10	[illegible]	9	9	9	9	8	8	7	6
South Dakota	20	19	17	16	16	16	15	[illegible]	14	13	15	14	14
Montana	24	25	24	24	24	23	22	23	22	22	22	22	20
Wyoming	8	8	7	7	7	7	7	7	7	8	7	7	8
Colorado	135	130	120	118	115	107	103	99	90	91	93	93	92
Utah	64	60	56	55	54	52	50	50	49	52	55	54	50
Region IX	1,791	1,663	1,595	1,683	1,788	1,756	1,705	1,640	1,508	1,481	1,484	1,469	1,401
Arizona	108	98	89	91	94	85	79	78	65	60	58	55	51
Nevada	11	10	9	8	8	7	7	7	7	7	6	6	6
California	1,648	1,530	1,472	1,558	1,661	1,640	1,594	1,531	1,411	1,389	1,394	1,383	1,318
Hawaii	24	25	25	26	25	24	25	24	25	25	25	25	26
Region X	498	460	438	460	506	506	484	475	424	409	405	413	392
Idaho	47	44	41	40	40	38	35	36	33	32	30	31	30
Washington	245	224	215	239	279	287	277	265	227	219	224	233	218
Oregon	197	184	174	172	180	174	165	167	158	152	145	143	139
Alaska	9	8	8	9	7	7	7	7	6	6	6	6	5

Footnotes at end of table.

Table D–2. Employees on Payrolls of Manufacturing Establishments, by Region and State: Annual Averages, 1947–73—Continued

Region and State	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947
Region I	1,452	1,451	1,382	1,488	1,521	1,484	1,472	1,599	1,553	1,564	1,469	1,390	1,531	1,545
Maine	105	103	100	107	111	108	107	115	116	116	109	106	114	115
New Hampshire	87	87	81	84	84	83	80	83	82	83	79	75	83	84
Vermont	35	36	33	37	39	37	38	41	39	40	37	35	39	41
Massachusetts	698	698	666	706	719	701	692	752	733	747	716	685	733	731
Rhode Island	120	120	113	121	129	132	130	146	146	151	148	135	154	155
Connecticut	407	407	389	433	439	423	425	462	437	427	380	354	408	419
Region II	2,688	2,694	2,642	2,859	2,877	2,818	2,808	2,975	2,878	2,828	2,672	2,575	2,763	2,777
New York	1,879	1,893	1,867	2,024	2,042	2,007	2,006	2,119	2,045	2,007	1,916	1,853	1,977	1,994
New Jersey	809	801	775	835	835	811	802	856	833	821	756	722	786	783
Region III	2,179	2,140	2,113	2,294	2,288	2,240	2,198	2,401	2,287	2,308	2,145	2,061	2,256	2,231
Pennsylvania	1,440	1,408	1,397	1,536	1,535	1,510	1,489	1,648	1,558	1,588	1,481	1,419	1,567	1,554
Delaware	59	58	58	62	61	59	57	61	59	56	51	48	50	47
Maryland	260	257	258	278	277	266	259	275	263	259	233	224	240	235
District of Columbia	20	20	20	20	19	19	19	20	20	20	19	19	19	19
Virginia	275	270	258	265	263	255	247	259	251	245	230	222	238	237
West Virginia	125	127	122	133	133	131	127	138	136	140	131	129	142	139
Region IV	2,147	2,109	1,994	2,035	2,033	1,979	1,860	1,916	1,839	1,814	1,709	1,601	1,725	1,697
North Carolina	509	497	470	470	471	460	437	449	435	433	418	387	415	412
South Carolina	245	238	227	232	234	231	220	227	222	220	210	201	211	203
Georgia	341	339	320	331	339	335	312	321	311	307	287	265	282	276
Florida	207	199	180	175	160	147	135	129	121	114	102	95	98	96
Kentucky	172	171	161	172	175	168	154	162	151	153	140	132	141	138
Tennessee	316	308	290	302	305	297	280	294	278	268	250	238	261	256
Alabama	237	238	233	246	242	236	226	235	226	225	216	206	227	224
Mississippi	120	119	113	107	107	105	96	99	95	94	86	77	90	92
Region V	4,726	4,710	[1] 4,455	5,000	5,107	5,110	4,849	5,398	5,043	5,019	4,695	4,398	4,757	4,762
Ohio	1,263	1,263	1,197	1,369	1,391	1,368	1,312	1,444	1,355	1,337	1,218	1,149	1,260	1,267
Indiana	594	584	548	617	623	629	590	681	626	624	580	520	561	556
Illinois	1,211	1,223	1,172	1,294	1,315	1,275	1,228	1,340	1,271	1,262	1,198	1,142	1,230	1,253
Michigan	968	952	[1] 887	1,026	1,081	1,164	1,061	1,222	1,097	1,112	1,063	981	1,058	1,042
Wisconsin	460	463	432	464	471	458	442	480	474	470	435	412	444	439
Minnesota	230	225	219	230	226	216	216	231	220	214	201	193	204	205
Region VI	838	835	816	845	839	803	773	795	765	731	661	631	657	633
Arkansas	102	99	90	88	90	86	81	83	82	83	76	70	77	75
Louisiana	142	143	144	153	155	155	156	166	155	151	145	144	157	157
Oklahoma	87	87	85	90	93	89	83	85	80	73	66	64	67	62
Texas	490	489	481	499	487	461	442	450	437	413	364	344	347	331
New Mexico	17	17	16	15	14	12	11	11	11	11	10	9	9	8
Region VII	753	753	720	759	756	751	750	802	770	726	655	630	650	643
Iowa	177	178	165	170	173	171	65	176	174	171	154	150	155	152
Missouri	393	391	375	397	395	389	388	421	395	378	354	340	356	355
Nebraska	67	64	60	61	61	62	61	64	62	57	52	51	52	52
Kansas	116	120	120	131	127	129	136	141	139	120	95	89	87	84
Region VIII	183	171	161	161	156	150	145	149	146	144	133	128	131	130
North Dakota	7	7	7	7	7	7	7	7	7	6	6	6	6	6
South Dakota	13	13	13	12	12	12	12	12	12	12	12	12	12	12
Montana	20	20	20	20	21	20	18	18	18	18	18	18	18	18
Wyoming	8	8	7	7	7	7	7	7	7	7	6	6	7	7
Colorado	88	81	75	76	72	69	68	71	70	69	62	57	60	60
Utah	47	42	39	39	37	35	33	34	32	32	29	29	28	27
Region IX	1,397	1,389	1,263	1,331	1,261	1,160	1,082	1,095	1,028	921	781	720	754	741
Arizona	49	46	41	41	37	33	28	29	29	24	17	15	16	15
Nevada	5	5	5	6	6	6	5	5	4	4	4	3	4	4
California	1,317	1,313	1,217	1,284	1,218	1,121	1,049	1,061	995	893	760	702	734	722
Hawaii	26	25												
Region X	396	402	382	391	389	380	358	371	369	372	339	323	341	334
Idaho	29	29	26	26	28	26	24	24	24	25	22	21	22	21
Washington	217	226	219	226	213	208	195	201	197	197	179	174	179	178
Oregon	144	147	137	139	148	146	139	146	148	150	138	128	140	135
Alaska	6													

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[p] Preliminary (12-month) average.

[1] Beginning 1958, data are not strictly comparable with earlier years.

NOTE: Data for several States have been revised because of recent benchmark adjustments.

SOURCE: State agencies cooperating with the U.S. Department of Labor

Table D–3. Total Unemployment by State: Annual Averages, 1963–73 [1]

[Thousands]

State	1973 p	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Alabama	59	67	71	63	50	58	55	51	56	61	72
Alaska	14	14	13	11	8	9	8	8	8	7	7
Arizona	29	29	32	28	20	22	24	21	27	26	25
Arkansas	34	37	41	37	30	30	31	31	35	36	38
California	470	516	599	519	372	366	389	375	429	422	411
Colorado	33	32	32	31	26	25	26	25	27	28	35
Connecticut	79	113	122	78	52	50	43	40	47	55	56
Delaware	12	12	14	10	7	7	8	7	7	8	8
District of Columbia [2]	42	40	37	34	29	28	26	27	24	26	24
Florida	105	98	115	93	66	70	56	61	68	81	101
Georgia	79	77	78	71	55	61	60	58	63	71	77
Hawaii	22	22	19	13	9	9	10	9	9	10	12
Idaho	17	18	17	15	12	12	13	11	12	14	15
Illinois	188	226	239	205	150	148	150	136	151	171	194
Indiana	84	109	122	104	58	67	66	52	60	76	82
Iowa	38	46	51	44	34	30	29	24	26	30	33
Kansas	31	35	51	43	26	23	24	23	29	30	32
Kentucky	59	60	66	58	50	56	48	45	52	59	60
Louisiana	87	85	93	85	69	65	63	56	63	69	77
Maine	26	30	32	23	19	16	15	16	18	23	25
Maryland	66	79	76	59	44	45	42	41	50	55	60
Massachusetts	184	191	185	138	101	102	101	102	115	132	135
Michigan	265	303	295	254	145	151	154	117	125	148	166
Minnesota	82	95	97	73	47	51	49	48	61	71	72
Mississippi	35	36	42	40	34	36	38	33	36	44	47
Missouri	90	105	112	96	67	68	68	65	71	79	89
Montana	20	23	20	19	16	13	13	13	13	14	14
Nebraska	23	22	23	19	15	15	16	17	20	20	21
Nevada	17	18	16	13	10	11	12	12	12	10	9
New Hampshire	13	14	15	10	7	5	6	5	8	10	11
New Jersey	221	220	217	171	134	132	128	123	140	162	169
New Mexico	26	25	25	23	18	18	18	18	19	21	20
New York	415	485	485	380	290	285	315	335	360	395	415
North Carolina	62	74	91	86	65	68	71	65	83	93	98
North Dakota	13	13	13	11	10	10	10	11	13	13	13
Ohio	165	199	237	191	123	126	135	122	145	167	197
Oklahoma	47	52	53	46	31	35	34	35	40	43	47
Oregon	53	58	60	55	40	39	41	35	37	39	38
Pennsylvania	225	271	262	202	146	156	165	163	206	276	333
Puerto Rico	114	111	104	94	85	93	96	96	89	80	81
Rhode Island	26	27	27	21	14	14	14	14	18	22	25
South Carolina	45	48	58	54	42	45	47	42	45	51	55
South Dakota	10	10	10	9	8	8	8	9	10	11	11
Tennessee	57	63	79	76	59	60	63	51	61	73	87
Texas	159	177	199	158	123	117	120	130	168	186	204
Utah	27	28	29	25	21	21	20	18	22	21	19
Vermont	11	13	13	9	6	7	7	7	8	10	11
Virginia	53	54	62	58	49	48	48	45	48	53	54
Washington	112	130	156	116	67	59	56	52	63	74	71
West Virginia	39	46	45	40	35	40	40	43	48	53	62
Wisconsin	91	99	100	90	64	64	65	57	60	66	69
Wyoming	5	6	6	6	6	5	5	5	6	7	9

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p Preliminary (11-month) average.

[1] Data for 1957–62 were published in the *1971 Manpower Report*.

[2] Data relate to the standard metropolitan statistical area.

NOTE: Data are based on payroll, unemployment insurance, and other work force records and are not affected by the definitional changes for measuring unemployment on a national basis which were adopted beginning 1967.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–4. Total Unemployment Rates by State: Annual Averages, 1963–73 [1]

[Total unemployment as percent of total work force]

State	1973 p	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Alabama	4.2	4.9	5.3	4.8	3.9	4.5	4.3	4.1	4.4	5.0	6.0
Alaska	10.4	10.4	10.4	9.2	7.5	9.1	8.8	9.1	8.6	8.5	9.4
Arizona	3.6	3.8	4.5	4.2	3.2	3.7	4.1	3.7	5.1	5.1	5.0
Arkansas	4.2	4.7	5.5	5.0	4.1	4.2	4.4	4.5	5.2	5.5	5.9
California	5.2	5.8	7.0	6.1	4.4	4.5	5.0	4.9	5.9	6.0	6.0
Colorado	3.1	3.1	3.3	3.4	3.6	3.0	3.2	3.2	3.5	3.7	4.6
Connecticut	5.6	8.0	8.7	5.6	3.8	3.7	3.3	3.2	3.9	4.7	4.9
Delaware	4.4	4.5	5.4	3.9	3.0	3.1	3.3	2.9	2.9	4.0	3.9
District of Columbia [2]	2.9	2.9	2.8	2.6	2.3	2.2	2.2	2.4	2.2	2.5	2.5
Florida	2.0	3.2	4.0	3.4	2.5	2.8	2.4	2.7	3.1	3.8	5.0
Georgia	3.8	3.7	3.9	3.6	2.9	3.3	3.4	3.4	3.8	4.5	5.0
Hawaii	5.6	6.0	5.1	3.6	2.7	2.9	3.5	3.2	3.4	3.9	4.8
Idaho	5.2	5.6	5.5	5.1	4.0	4.3	4.4	4.0	4.2	5.2	5.6
Illinois	3.7	4.5	4.8	4.1	3.0	3.0	3.1	2.8	3.3	3.8	4.4
Indiana	3.7	4.9	5.6	4.8	2.7	3.2	3.2	2.6	3.1	4.0	4.4
Iowa	2.9	3.5	4.0	3.5	2.7	2.4	2.4	2.0	2.3	2.6	2.9
Kansas	3.2	3.9	5.7	4.9	3.0	2.7	2.8	2.7	3.6	3.7	4.0
Kentucky	4.3	4.5	5.2	4.7	4.1	4.7	4.2	4.0	4.6	5.5	5.6
Louisiana	5.9	5.9	6.6	6.2	5.0	4.8	4.7	4.3	4.9	5.6	6.4
Maine	6.2	7.2	7.7	5.6	4.6	4.1	3.9	4.2	4.9	6.2	6.9
Maryland	4.1	5.0	4.9	3.9	3.0	3.2	3.1	3.1	4.0	4.5	5.0
Massachusetts	6.8	7.2	7.0	5.3	3.9	4.1	4.1	4.2	4.9	5.7	5.8
Michigan	6.9	8.3	8.2	7.0	4.0	4.3	4.5	3.5	3.9	4.8	5.5
Minnesota	4.7	5.6	5.9	4.4	2.9	3.2	3.1	3.1	4.0	4.7	4.8
Mississippi	4.0	4.2	5.0	4.8	4.2	4.5	4.8	4.2	4.7	5.7	6.2
Missouri	4.1	4.9	5.3	4.6	3.2	3.4	3.4	3.3	3.7	4.2	4.8
Montana	6.4	6.2	6.9	6.6	5.6	4.7	4.8	4.7	5.0	5.3	5.4
Nebraska	3.2	3.1	3.4	2.8	2.2	2.4	2.5	2.6	3.1	3.1	3.2
Nevada	5.8	6.6	6.5	5.5	4.3	4.9	5.7	5.9	6.4	5.6	5.0
New Hampshire	2.9	4.6	4.9	3.4	2.3	1.8	2.0	1.8	2.8	3.9	4.4
New Jersey	6.8	6.9	6.9	5.5	4.4	4.5	4.5	4.4	5.1	6.0	6.4
New Mexico	5.8	5.9	6.1	6.0	4.8	5.1	5.1	5.1	5.5	5.9	5.8
New York	5.0	5.8	5.8	4.6	3.5	3.5	3.9	4.2	4.6	5.1	5.4
North Carolina	2.5	3.1	3.9	3.8	2.9	3.2	3.4	3.2	4.2	4.8	5.1
North Dakota	4.8	4.6	4.8	4.1	3.8	4.0	4.1	4.4	4.9	5.0	4.9
Ohio	3.5	4.3	5.2	4.2	2.8	2.9	3.2	3.0	3.6	4.3	5.1
Oklahoma	4.2	4.8	5.0	4.4	3.3	3.5	3.5	3.6	4.3	4.7	5.1
Oregon	5.2	5.9	6.3	5.9	4.4	4.4	4.8	4.2	4.6	5.0	5.1
Pennsylvania	4.4	5.3	5.2	4.0	2.9	3.2	3.4	3.4	4.4	6.0	7.2
Puerto Rico	12.2	12.3	11.9	11.2	10.4	11.6	12.2	12.3	11.2	10.7	11.3
Rhode Island	6.2	6.5	6.8	5.2	3.6	3.6	3.7	3.7	4.9	6.2	6.9
South Carolina	3.7	4.1	5.2	5.0	3.9	4.3	4.7	4.2	4.7	5.4	5.7
South Dakota	3.3	3.6	3.6	3.3	2.8	3.0	3.0	3.3	3.9	3.9	3.8
Tennessee	3.0	3.5	4.6	4.4	3.5	3.6	3.9	3.2	4.0	4.9	5.9
Texas	3.1	3.6	4.2	3.6	2.7	2.7	2.8	3.2	4.2	4.8	5.4
Utah	5.5	6.0	6.3	5.8	5.0	5.2	4.9	4.6	5.7	5.7	5.1
Vermont	5.4	6.4	6.6	4.8	3.1	3.6	3.9	3.8	4.8	6.1	6.7
Virginia	2.6	2.8	3.3	3.2	2.7	2.7	2.8	2.7	3.0	3.4	3.6
Washington	7.6	9.1	10.9	8.3	4.8	4.3	4.3	4.1	5.4	6.5	6.2
West Virginia	6.0	6.9	5.9	6.3	5.5	6.4	6.4	6.8	7.8	8.8	10.3
Wisconsin	4.5	5.0	5.2	4.6	3.3	3.4	3.6	3.2	3.4	3.9	4.1
Wyoming	3.4	4.0	4.3	4.4	4.1	3.9	4.0	3.9	4.4	4.7	6.3

p Preliminary (11-month) average.

[1] Data for 1957–62 were published in the 1971 *Manpower Report*.

[2] Data relate to the standard metropolitan statistical area.

NOTE: Data are based on payroll, unemployment insurance, and other work force records and are not affected by the definitional changes for measuring unemployment on a national basis which were adopted beginning 1967.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–5. Insured Unemployment Under State Programs, by State: Annual Averages, 1963–73[1]

[Thousands]

State	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
United States	[p] 1,627.4	1,848.5	2,150.5	1,804.6	1,100.0	1,110.6	1,204.5	1,061.4	1,327.6	1,605.4	1,805.8
Alabama	16.9	20.7	24.4	22.0	14.2	17.1	17.2	13.6	14.9	17.9	22.9
Alaska	5.7	5.6	5.4	4.7	3.6	3.6	3.4	3.4	3.1	3.0	3.5
Arizona	10.1	9.7	11.3	9.3	5.1	7.1	8.5	6.8	10.9	10.5	9.8
Arkansas	12.0	12.9	15.4	14.9	10.0	10.3	11.1	9.6	12.1	13.9	15.5
California	[p] 224.9	242.3	296.9	268.6	178.3	177.6	200.1	186.4	233.1	231.1	227.6
Colorado	[p] 7.2	7.0	7.8	6.7	3.8	4.0	5.4	5.0	7.0	7.6	10.9
Connecticut	36.3	48.9	69.4	43.9	23.9	22.5	17.5	13.7	20.3	27.4	28.4
Delaware	4.0	4.3	4.8	4.4	2.8	2.7	3.0	2.5	2.5	3.6	3.5
District of Columbia	7.0	7.0	6.7	5.6	3.8	4.2	4.1	3.9	4.9	5.5	6.0
Florida	27.7	30.7	38.3	30.5	18.9	20.4	19.9	18.1	21.2	25.5	30.8
Georgia	15.1	18.3	22.1	19.9	10.7	12.8	15.9	12.1	15.3	19.7	23.1
Hawaii	10.5	11.2	10.4	6.1	3.7	4.0	5.3	4.3	4.6	5.1	6.7
Idaho	6.6	6.7	6.8	5.8	4.3	4.5	4.8	4.1	4.3	5.6	5.8
Illinois	[p] 69.3	87.3	96.5	78.9	43.7	47.6	47.5	37.8	52.1	67.6	83.8
Indiana	21.8	30.0	40.8	36.5	15.6	19.3	20.2	13.7	18.5	26.4	30.1
Iowa	10.9	12.7	15.3	13.3	8.3	7.3	6.9	4.9	6.7	8.5	9.3
Kansas	8.9	10.4	16.2	15.7	7.3	5.7	6.1	5.5	8.4	9.5	10.4
Kentucky	17.2	18.9	22.8	19.5	13.5	14.2	14.9	12.0	15.8	20.3	21.5
Louisiana	26.6	24.8	28.1	28.4	21.1	16.9	17.2	13.1	16.7	19.3	23.2
Maine	10.9	12.5	14.9	10.6	8.1	6.4	5.7	5.4	6.6	9.3	11.0
Maryland	24.2	29.8	32.6	22.7	14.1	15.4	14.7	13.1	18.3	23.1	25.9
Massachusetts	[p] 84.4	86.1	95.8	76.3	46.6	48.1	50.8	48.3	60.1	77.1	83.7
Michigan	[p] 77.9	102.6	125.6	117.4	52.8	55.9	62.2	40.5	38.2	52.1	62.5
Minnesota	29.2	32.1	32.9	26.1	12.7	14.8	15.0	15.3	21.7	27.9	29.8
Mississippi	7.1	7.0	9.7	9.9	7.1	7.4	8.2	6.3	7.8	11.4	13.2
Missouri	35.1	38.4	44.9	40.5	25.3	24.0	25.8	22.5	25.6	30.9	35.8
Montana	5.7	5.7	5.5	4.9	3.6	3.7	4.1	3.8	4.3	5.0	4.9
Nebraska	6.7	5.9	6.4	5.0	3.4	3.5	3.6	3.6	5.3	5.4	6.1
Nevada	7.6	8.5	7.9	6.1	4.2	4.9	5.8	5.5	5.7	5.3	4.1
New Hampshire	3.7	4.9	6.9	4.5	2.1	1.6	2.2	1.5	3.3	5.6	6.9
New Jersey	100.5	104.0	112.1	86.4	61.7	61.1	59.6	54.0	64.7	78.9	86.4
New Mexico	7.5	7.2	8.0	7.5	4.4	4.8	5.0	4.7	5.6	6.0	6.3
New York	206.9	244.6	265.1	207.4	138.5	137.2	161.0	169.6	201.7	237.0	263.1
North Carolina	17.9	22.4	33.1	31.8	19.2	20.7	24.1	19.6	25.2	33.2	36.2
North Dakota	[p] 3.6	3.5	3.4	2.6	2.3	2.4	2.4	2.8	3.2	3.5	3.3
Ohio	47.0	65.8	93.0	71.1	32.2	35.3	44.1	33.0	46.3	66.8	87.9
Oklahoma	14.3	15.7	18.0	15.0	9.5	10.1	10.5	10.3	13.1	15.1	17.3
Oregon	25.0	25.4	29.3	28.2	17.3	15.8	19.1	14.6	15.7	18.1	18.4
Pennsylvania	118.6	139.9	140.0	106.6	65.4	69.4	74.2	62.5	86.0	127.6	169.3
Puerto Rico[2]	53.6	54.6	51.9	43.2	34.9	30.6	31.6	30.3	33.0	32.1	30.5
Rhode Island	13.8	14.1	16.6	13.8	9.0	8.5	8.2	7.1	8.5	11.2	13.0
South Carolina	10.0	12.2	17.7	16.6	9.7	10.0	12.6	8.3	10.4	13.3	14.3
South Dakota	2.2	2.3	2.1	1.8	1.4	1.4	1.3	1.5	2.1	2.4	2.6
Tennessee	22.1	24.4	32.7	32.8	22.3	21.9	24.6	16.7	20.7	27.0	32.5
Texas	32.3	35.3	45.7	38.0	20.4	19.5	22.9	25.3	38.2	45.2	52.9
Utah	8.2	8.4	8.9	7.6	6.2	6.3	6.6	5.8	7.9	8.0	7.2
Vermont	5.1	5.6	5.7	3.8	2.2	2.4	2.5	2.1	2.8	3.8	4.5
Virginia	9.0	10.2	13.5	11.1	6.8	6.5	7.8	6.4	8.9	12.0	13.6
Washington	53.4	57.7	73.4	70.6	33.4	25.9	25.7	22.1	31.4	41.1	40.8
West Virginia	13.2	14.9	14.4	12.3	10.2	11.2	10.7	9.7	11.8	14.7	18.6
Wisconsin	30.8	36.4	42.2	36.5	19.0	21.1	21.6	17.3	19.6	25.3	27.4
Wyoming	1.1	1.3	1.4	1.2	1.0	1.0	1.3	1.4	1.7	2.0	3.0

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[p] Preliminary (11-month) average.

[1] Data for 1957-62 were published in the *1970 Manpower Report*.

[2] Program for sugarcane workers effective July 1963.

NOTE: Comparability between years for a given State or for the same year among States is affected by changes or differences in statutory or administrative factors.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–6. Insured Unemployment Rates Under State Programs, by State: Annual Averages, 1963–73 [1]

[Insured unemployment as percent of average covered employment]

State	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
United States	[p]2.7	3.5	4.1	3.4	2.1	2.2	2.5	2.3	3.0	3.8	4.3
Alabama	2.0	2.9	3.4	3.1	2.1	2.6	2.6	2.2	2.6	3.2	4.3
Alaska	8.6	9.5	9.4	9.0	7.6	8.2	8.2	8.5	8.4	8.9	10.6
Arizona	1.9	2.3	2.9	2.5	1.3	2.3	2.8	2.4	4.0	3.9	3.8
Arkansas	2.5	3.1	3.8	3.7	2.6	2.8	3.1	2.8	3.7	4.5	5.2
California	[p]3.8	4.7	5.7	5.1	3.5	3.7	4.2	4.2	5.4	5.5	5.6
Colorado	[p]1.1	1.3	1.5	1.4	.8	.9	1.3	1.3	1.8	2.0	2.9
Connecticut	3.2	4.5	6.8	4.3	2.5	2.4	1.9	1.6	2.5	3.4	3.6
Delaware	2.0	2.5	2.8	2.6	1.7	1.7	1.9	1.7	1.9	2.7	2.8
District of Columbia	1.9	2.0	1.9	1.6	1.1	1.2	1.3	1.2	1.6	1.9	2.1
Florida	1.3	1.9	2.5	2.1	1.4	1.6	1.7	1.6	2.0	2.6	3.2
Georgia	1.1	1.6	2.0	1.8	1.0	1.3	1.6	1.3	1.8	2.4	3.0
Hawaii	3.8	4.1	4.0	2.5	1.7	1.9	2.6	2.3	2.6	3.0	4.0
Idaho	3.5	4.2	4.4	3.8	3.0	3.2	3.4	3.0	3.4	4.5	4.4
Illinois	[p]1.9	2.8	3.0	2.4	1.4	1.5	1.6	1.3	1.9	2.5	3.2
Indiana	1.4	2.2	2.9	2.5	1.1	1.4	1.5	1.1	1.6	2.3	2.7
Iowa	1.5	2.2	2.6	2.3	1.5	1.3	1.3	1.0	1.4	1.9	2.1
Kansas	1.6	2.4	3.7	3.6	1.7	1.4	1.5	1.5	2.3	2.7	2.9
Kentucky	2.3	2.9	3.6	3.2	2.3	2.5	2.7	2.3	3.2	4.3	4.7
Louisiana	2.9	3.4	3.9	3.9	2.9	2.4	2.5	2.1	2.8	3.4	4.3
Maine	4.0	5.7	6.7	4.7	3.7	2.9	2.7	2.7	3.4	4.9	5.7
Maryland	2.2	3.1	3.4	2.4	1.6	1.8	1.7	1.7	2.4	3.1	3.6
Massachusetts	[p]4.4	5.1	5.5	4.4	2.8	2.9	3.1	3.1	3.9	5	5.4
Michigan	[p]3.1	4.4	5.3	4.8	2.2	2.4	2.7	2.0	2.0	2.9	3.5
Minnesota	2.6	3.3	3.3	2.7	1.4	1.7	1.8	1.9	2.9	3.8	4.1
Mississippi	1.4	1.7	2.5	2.6	1.9	2.1	2.4	1.9	2.6	3.9	4.7
Missouri	2.5	3.3	3.8	3.4	2.2	2.1	2.3	2.1	2.5	3.1	3.7
Montana	3.7	4.4	4.4	4.0	2.9	3.1	3.4	3.2	3.8	4.4	4.4
Nebraska	1.7	1.9	2.1	1.7	1.2	1.3	1.4	1.4	2.2	2.2	2.5
Nevada	4.2	5.0	4.9	4.0	3.0	3.8	4.5	4.4	4.7	4.6	4.1
New Hampshire	1.6	2.5	3.5	2.3	1.1	.9	1.3	1.0	2.1	3.6	4.3
New Jersey	4.5	5.1	5.4	4.2	3.3	3.3	3.3	3.1	3.9	4.9	5.4
New Mexico	3.2	3.7	4.3	4.1	2.5	2.8	2.9	2.7	3.3	3.7	3.9
New York	3.5	4.2	4.7	3.6	2.5	2.5	3.0	3.2	3.9	4.7	5.2
North Carolina	1.1	1.6	2.5	2.4	1.5	1.7	2.1	1.8	2.5	3.4	3.8
North Dakota	[p]2.9	3.9	3.9	3.2	2.8	3.0	3.1	3.6	4.2	4.9	4.8
Ohio	1.4	2.3	3.2	2.4	1.1	1.3	1.6	1.3	1.9	2.8	3.7
Oklahoma	2.2	3.1	3.6	3.1	2.0	2.3	2.4	2.5	3.3	3.9	4.5
Oregon	4.0	4.5	5.4	5.2	3.3	3.2	3.9	3.1	3.5	4.3	4.5
Pennsylvania	3.2	4.2	4.2	3.1	2.0	2.1	2.3	2.0	2.9	4.4	5.8
Puerto Rico [2]	10.2	11.3	10.8	8.2	7.4	7.2	6.8	6.5	6.8	6.5	6.8
Rhode Island	4.4	5.1	5.9	4.9	3.2	3.1	3.1	2.8	3.4	4.6	5.4
South Carolina	1.4	1.9	2.8	2.7	1.6	1.8	2.3	1.6	2.2	2.9	3.2
South Dakota	1.6	2.2	2.3	1.9	1.6	1.6	1.5	1.9	2.6	3.0	3.1
Tennessee	1.9	2.5	3.4	3.4	2.4	2.5	2.9	2.1	2.8	3.8	4.7
Texas	1.0	1.3	1.8	1.5	.8	.9	1.0	1.2	1.9	2.4	2.9
Utah	2.8	3.5	3.8	3.4	2.9	3.1	3.2	2.9	4.0	4.0	3.6
Vermont	4.0	5.6	5.6	3.8	2.3	2.5	2.8	2.5	3.6	5.0	5.9
Virginia	.7	1.0	1.3	1.1	.7	.7	.9	.7	1.1	1.5	1.8
Washington	6.0	7.1	9.4	8.5	4.1	3.3	3.5	3.3	5.0	6.5	6.4
West Virginia	3.0	4.1	4.0	3.4	2.9	3.2	3.1	2.9	3.6	4.6	5.9
Wisconsin	2.3	3.2	3.8	3.2	1.7	1.9	2.0	1.7	2.0	2.7	3.0
Wyoming	1.3	1.7	1.9	1.6	1.4	1.6	2.1	2.2	2.7	3.0	4.5

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[p] Preliminary (11-month) average.

[1] Data for 1957–62 were published in the *1970 Manpower Report*.

[2] Program for sugarcane workers effective July 1963; however, the rates exclude sugarcane workers as comparable covered employment data are not available.

NOTE: Comparability between years for a given State or for the same year among States is affected by changes or differences in statutory or administrative factors.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–7. Total Unemployment in 150 Major Labor Areas: Annual Averages, 1963–73 [1]

[Thousands]

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Alabama:											
Birmingham	13.6	16.1	15.6	12.5	10.5	12.7	11.9	12.1	12.2	12.9	16.7
Mobile	6.5	7.3	7.3	6.6	5.7	5.1	6.4	5.8	6.0	6.7	6.8
Arizona:											
Phoenix	16.3	16.0	18.2	16.4	10.5	10.2	12.9	10.7	14.2	12.9	12.8
Arkansas:											
Little Rock-North Little Rock	3.8	4.5	4.9	4.4	3.2	3.5	3.8	3.2	3.8	4.1	4.5
California:											
Anaheim-Santa Ana-Garden Grove	25.7	29.8	36.9	30.5	19.0	16.9	17.5	16.6	18.9	17.5	15.1
Fresno	12.5	12.7	13.2	12.0	10.4	11.6	12.4	11.6	12.2	11.9	12.3
Los Angeles-Long Beach	162.0	192.7	238.6	201.1	136.7	136.6	142.5	139.5	168.3	167.3	162.2
Sacramento	19.0	19.0	18.7	18.5	15.8	15.7	16.5	15.3	16.4	15.8	15.0
San Bernardino-Riverside-Ontario	22.3	23.9	26.8	22.7	17.7	18.9	21.8	21.0	22.8	18.8	17.8
San Diego	26.0	29.6	29.8	26.0	16.7	16.1	18.1	18.9	24.8	25.6	25.8
San Francisco-Oakland	74.3	81.2	86.6	74.6	57.1	56.4	60.6	58.7	64.9	66.7	65.4
San Jose	22.6	25.0	28.2	25.5	18.1	17.3	17.7	17.6	20.2	19.8	17.4
Stockton	9.1	9.9	10.5	10.3	8.4	8.6	8.6	7.2	8.2	8.4	8.9
Colorado:											
Denver	17.5	17.0	17.1	17.3	15.5	15.3	14.5	14.8	15.8	18.3	18.4
Connecticut:											
Bridgeport	12.0	18.1	18.5	11.8	7.4	7.2	6.0	5.7	7.3	8.3	8.3
Hartford	16.7	24.4	24.7	15.0	11.2	10.1	8.6	7.8	9.2	11.1	10.9
New Britain	3.5	5.3	6.6	3.9	2.6	2.2	1.7	1.6	2.4	2.6	2.7
New Haven	9.8	13.2	13.7	8.7	6.1	6.0	5.4	5.2	5.6	6.7	6.7
Stamford	5.5	6.4	6.0	3.9	2.7	2.6	2.6	2.5	3.0	3.5	3.4
Waterbury	5.6	8.8	10.3	7.8	4.8	4.8	3.6	3.7	4.3	5.4	5.5
Delaware:											
Wilmington	10.7	10.9	12.1	8.7	6.5	6.9	7.2	6.1	5.9	7.2	7.0
District of Columbia:											
Washington	41.8	39.7	37.3	33.9	29.4	27.5	26.0	26.7	23.5	25.5	24.0
Florida:											
Jacksonville	5.3	5.2	5.3	4.9	4.5	4.9	4.5	4.4	5.0	5.6	7.1
Miami	27.3	29.7	37.9	27.7	17.9	17.5	16.0	15.9	18.0	22.9	36.4
Tampa-St. Petersburg	8.5	8.7	11.5	9.7	7.1	7.7	7.8	7.4	8.3	9.2	11.2
Georgia:											
Atlanta	23.8	24.9	25.9	22.3	16.0	16.6	16.5	16.2	14.9	15.5	15.7
Augusta	5.2	5.3	5.6	4.9	3.4	3.4	3.5	3.0	3.0	3.6	3.8
Columbus	4.2	4.4	4.5	4.0	3.1	3.2	3.1	2.7	3.0	3.2	3.6
Macon	4.0	3.4	3.3	3.5	2.6	2.6	2.4	2.4	2.6	2.9	3.1
Savannah	3.1	3.4	3.5	3.3	2.6	2.6	2.5	2.5	2.9	3.4	3.8
Hawaii:											
Honolulu	16.6	17.6	14.8	9.8	6.8	6.9	7.9	7.0	7.1	7.7	9.3
Illinois:											
Chicago	114.0	139.0	139.0	118.4	86.1	87.2	88.0	81.9	90.0	108.0	122.0
Davenport-Rock Island-Moline	5.3	7.0	9.2	7.3	6.3	5.9	4.4	3.8	4.3	3.9	4.5
Peoria	5.5	7.2	6.2	5.5	4.9	4.7	4.4	4.2	4.4	4.5	5.6
Rockford	4.3	5.3	7.6	6.2	4.1	3.6	3.6	2.7	3.2	3.5	4.2
Indiana:											
Evansville	3.8	4.8	4.8	4.9	3.5	3.4	3.4	2.8	3.2	3.2	3.7
Fort Wayne	3.8	4.9	6.1	5.1	2.7	3.1	2.9	2.2	2.4	3.1	4.0
Gary-Hammond-East Chicago	10.3	14.2	15.7	9.8	6.8	7.9	6.9	6.3	7.4	7.4	11.0
Indianapolis	16.6	20.5	23.5	19.1	11.1	11.9	10.4	9.7	10.6	14.1	(2)
South Bend	3.9	4.9	7.0	6.4	3.9	3.5	3.4	2.9	4.3	7.4	4.8
Terre Haute	3.1	4.0	3.7	3.1	2.1	2.3	2.3	2.2	2.8	3.4	3.7
Iowa:											
Cedar Rapids	1.9	2.9	3.4	2.6	1.5	1.4	1.2	1.1	1.2	1.1	1.2
Des Moines	4.2	5.0	5.0	4.0	3.5	2.9	3.0	2.4	2.5	3.0	2.9
Kansas:											
Wichita	6.4	8.1	15.3	14.2	7.0	5.5	4.9	4.5	6.4	6.2	6.8
Kentucky:											
Louisville	12.8	16.1	20.5	15.1	10.4	9.4	10.2	9.9	11.0	12.6	14.4
Louisiana:											
Baton Rouge	8.7	8.0	7.5	8.4	7.1	5.7	5.5	4.1	4.2	4.8	5.3
New Orleans	27.2	25.8	27.8	25.2	19.7	18.1	17.3	13.5	16.0	18.3	20.2
Shreveport	6.3	6.8	7.0	6.2	4.1	3.8	3.4	3.6	4.5	5.1	5.5
Maine:											
Portland	3.1	3.6	3.4	2.6	2.1	1.8	2.3	2.5	2.7	3.0	3.1
Maryland:											
Baltimore	40.7	49.7	48.1	36.3	24.7	25.6	24.3	23.7	30.5	35.5	(2)
Massachusetts:											
Boston	90.4	85.8	85.5	62.4	46.0	45.2	45.3	47.9	52.4	59.7	55.6
Brockton	6.0	5.4	5.5	4.1	2.5	2.4	2.7	2.6	3.1	3.6	4.0
Fall River	4.1	4.4	4.1	3.8	3.2	2.9	3.2	3.3	4.2	5.6	5.8
Lawrence-Haverhill	7.9	9.2	9.1	6.5	4.9	4.5	4.8	4.8	6.0	6.4	6.5
Lowell	6.5	6.8	7.9	5.4	3.2	3.2	3.6	3.6	4.7	4.9	4.7
New Bedford	5.0	5.7	6.0	5.6	3.9	3.8	4.3	3.8	4.2	4.7	4.8
Springfield-Chicopee-Holyoke	15.7	17.6	19.0	14.1	10.2	10.2	10.0	9.4	11.3	13.3	14.7
Worcester	9.3	10.9	10.8	7.3	5.3	5.6	5.7	5.6	6.3	7.6	8.8
Michigan:											
Battle Creek	4.9	5.8	5.7	4.6	2.8	2.8	2.8	2.1	2.5	3.0	3.5
Detroit	116.8	139.6	142.7	116.8	63.3	66.4	68.6	52.4	55.3	61.8	73.8
Flint	10.6	14.5	12.1	16.1	7.0	6.3	6.0	6.0	4.7	5.4	5.2
Grand Rapids	14.8	16.7	19.2	14.8	10.1	8.4	8.4	6.5	5.6	7.4	8.1
Kalamazoo	4.5	5.3	6.0	4.6	2.7	2.9	2.7	2.3	2.3	2.5	3.2
Lansing-East Lansing	7.9	9.8	9.3	9.1	4.4	4.7	3.9	3.4	2.9	4.3	5.1
Muskegon-Muskegon Heights	5.1	6.2	6.6	6.0	3.6	4.1	3.1	2.2	2.5	3.3	3.1
Saginaw	4.9	5.7	6.0	5.0	3.0	3.0	3.4	2.2	1.8	1.9	2.7

Footnotes at end of table.

Table D–7. Total Unemployment in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 p	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Minnesota:											
Duluth-Superior	4.0	4.8	4.1	3.3	3.0	3.1	3.1	2.7	3.4	4.2	4.9
Minneapolis-St. Paul	31.2	36.6	40.2	30.4	16.2	16.7	16.5	16.8	20.3	23.9	24.7
Mississippi:											
Jackson	3.9	4.0	4.2	4.3	3.5	3.6	3.5	3.2	3.3	3.7	4.3
Missouri:											
Kansas City	28.9	35.8	38.3	31.2	24.3	22.5	23.1	22.4	24.1	24.5	25.6
St. Louis	50.3	61.5	63.7	56.4	36.3	35.1	34.2	32.4	33.2	37.4	42.9
Nebraska:											
Omaha	10.0	8.8	9.9	7.9	6.1	6.3	6.5	6.5	6.5	7.0	7.4
New Hampshire:											
Manchester	2.0	2.3	2.4	1.8	1.5	1.2	1.2	1.1	1.8	2.4	2.7
New Jersey:											
Atlantic City	6.5	6.3	6.1	5.6	4.7	4.4	4.4	4.4	4.8	5.5	5.6
Jersey City	23.6	24.5	25.6	19.5	16.1	15.7	14.5	12.9	15.2	17.9	19.4
Newark	58.3	59.0	56.8	45.2	34.9	35.8	36.3	35.3	39.3	45.8	48.3
New Brunswick-Perth Amboy	22.3	23.0	24.3	18.4	13.9	13.3	12.0	10.6	12.3	13.6	14.6
Paterson-Clifton-Passaic	41.3	39.6	40.5	31.5	23.9	23.1	22.5	22.6	26.3	30.3	28.6
Trenton	8.2	7.5	7.9	6.1	4.8	5.4	5.5	5.3	5.6	5.8	6.6
New Mexico:											
Albuquerque	8.2	7.3	7.2	6.6	5.1	5.0	5.1	5.1	5.4	5.2	4.8
New York:											
Albany-Schenectady-Troy	13.1	14.6	13.9	12.2	9.2	9.2	9.9	9.6	10.0	11.5	12.4
Binghamton	5.2	6.0	7.4	5.8	4.4	3.9	4.1	4.2	4.6	5.2	6.0
Buffalo	30.8	43.2	43.2	30.9	21.0	21.5	22.5	21.1	23.2	27.8	34.5
New York	257.8	298.3	291.9	224.1	180.3	179.9	201.9	221.7	240.3	256.4	267.7
Rochester	13.1	17.3	19.0	15.3	9.6	8.7	8.5	8.3	10.2	10.9	13.4
Syracuse	12.6	14.5	14.8	13.0	8.5	8.5	9.7	7.1	8.9	10.6	11.4
Utica-Rome	7.9	11.5	10.5	8.0	5.4	5.7	6.0	5.7	7.0	8.5	8.6
North Carolina:											
Asheville	1.3	1.7	2.3	2.2	1.5	2.1	2.0	1.9	2.2	2.7	2.8
Charlotte	4.4	5.1	6.1	5.7	4.0	6.2	5.6	5.5	5.3	5.8	5.8
Durham	2.1	2.6	3.4	3.2	2.8	3.2	3.1	3.0	2.8	3.2	(2)
Greensboro-Winston-Salem-High Point	7.2	7.8	10.7	9.4	6.6	6.6	7.1	7.2	7.5	9.1	(2)
Ohio:											
Akron	10.0	11.8	13.3	10.9	6.9	6.6	7.1	6.4	7.7	9.8	(2)
Canton	6.1	7.5	9.1	7.0	4.1	4.5	4.6	4.1	4.9	5.9	8.2
Cincinnati	20.9	25.4	30.4	22.3	16.0	16.6	16.7	15.9	20.3	24.0	(2)
Cleveland	29.9	39.1	45.6	37.2	22.5	23.5	25.8	23.1	26.9	31.0	(2)
Columbus	13.3	13.9	15.0	13.5	9.5	8.9	9.5	9.3	10.1	11.5	(2)
Dayton	12.3	14.0	19.2	13.2	8.6	8.5	8.2	8.1	9.1	9.5	(2)
Hamilton-Middletown	4.1	5.3	6.2	4.0	2.8	2.9	3.1	2.7	3.4	4.4	5.4
Lorain-Elyria	3.8	4.5	5.9	4.6	2.9	3.0	3.5	2.8	3.2	3.9	4.5
Steubenville-Weirton, W. Va.	2.4	2.7	2.8	2.4	2.0	2.3	2.6	2.3	2.5	2.6	4.1
Toledo	12.3	13.6	14.5	13.1	8.1	8.2	9.0	8.0	9.0	10.4	(2)
Youngstown-Warren	9.1	11.7	14.4	10.8	6.3	7.9	7.9	7.2	7.9	8.0	12.1
Oklahoma:											
Oklahoma City	14.2	14.4	13.1	10.4	8.3	8.5	8.0	8.3	9.0	9.3	8.8
Tulsa	8.5	10.0	11.2	9.6	7.1	7.0	6.5	6.5	7.3	7.7	9.2
Oregon:											
Portland	23.7	27.1	28.8	26.1	16.2	15.5	16.7	13.7	15.6	17.2	17.5
Pennsylvania:											
Allentown-Bethlehem-Easton	7.3	9.4	10.8	5.9	4.4	4.5	5.5	5.1	6.4	9.3	12.2
Altoona	2.9	3.6	3.2	2.4	1.8	2.3	4.1	3.6	3.5	4.5	5.3
Erie	4.9	5.8	5.5	.3	3.2	3.3	3.8	3.1	4.2	5.9	7.5
Harrisburg	4.9	6.3	6.5	5.0	3.9	4.5	4.2	4.3	5.3	6.5	8.4
Johnstown	5.8	6.7	6.5	5.4	4.1	5.0	5.0	4.2	5.1	6.3	9.3
Lancaster	3.8	4.8	5.3	3.4	2.8	2.9	2.5	2.0	2.5	3.7	4.3
Philadelphia	117.7	126.6	120.7	89.1	61.7	62.8	65.4	64.9	82.1	110.5	122.4
Pittsburgh	45.0	56.3	52.5	35.9	24.4	27.0	29.7	27.6	33.3	49.9	71.6
Reading	3.5	4.8	4.6	3.5	2.1	2.2	2.3	2.1	2.9	4.9	5.8
Scranton	5.2	5.8	6.5	5.6	4.1	4.0	4.1	4.7	6.5	8.3	10.6
Wilkes-Barre-Hazleton	7.2	13.4	9.1	7.5	5.5	5.8	6.2	6.6	8.4	10.2	12.9
York	4.6	5.2	5.8	4.3	3.0	3.0	3.2	3.0	3.6	5.5	7.5
Puerto Rico:											
Mayaguez	3.9	4.8	3.6	3.7	4.1	4.1	3.7	3.7	4.2	3.8	4.2
Ponce	9.8	10.1	7.4	6.6	7.6	7.6	5.7	6.8	6.6	6.1	6.3
San Juan	29.5	30.6	22.7	18.1	15.5	16.4	15.9	15.1	14.9	14.2	14.2
Rhode Island:											
Providence-Warwick-Pawtucket	26.3	27.9	28.7	21.8	15.0	15.1	15.2	14.7	18.2	21.8	23.2
South Carolina:											
Charleston	5.0	5.9	6.6	5.3	4.2	4.1	4.4	4.1	4.5	5.2	5.5
Greenville	3.1	4.0	6.0	5.1	3.8	4.1	4.6	3.6	4.8	5.9	6.2
Tennessee:											
Chattanooga	4.7	5.6	6.4	5.5	4.3	4.2	4.3	4.1	4.2	7.1	9.0
Knoxville	4.5	5.6	5.9	5.7	4.7	5.1	5.0	4.4	4.7	6.6	7.7
Memphis	11.1	12.5	14.7	12.3	9.5	9.6	9.5	8.7	10.7	11.2	12.2
Nashville	10.1	9.9	11.4	8.5	6.7	6.8	7.0	5.9	6.6	8.2	7.7
Texas:											
Austin	3.8	3.7	3.4	3.1	2.3	2.2	2.3	2.7	3.0	3.3	3.6
Beaumont Port Arthur	6.1	6.7	7.1	5.7	4.9	5.5	5.5	4.8	6.3	8.3	9.9
Corpus Christi	5.1	5.5	4.9	5.2	3.8	3.3	3.7	3.4	4.6	4.9	5.2
Dallas	18.4	21.3	27.1	21.2	11.2	10.7	12.8	14.7	19.1	21.0	21.3
El Paso	7.0	6.7	6.3	6.1	4.5	4.7	4.5	4.8	6.0	6.1	6.3
Fort Worth	10.9	14.1	16.9	11.6	6.6	6.2	6.6	7.6	9.6	10.6	11.9
Houston	26.4	30.3	27.6	22.7	18.6	15.6	15.7	17.2	22.2	24.3	29.0
San Antonio	12.9	13.3	15.6	14.9	11.1	10.2	10.3	11.3	14.6	15.5	16.7
Utah:											
Salt Lake City	13.2	13.1	12.6	11.2	9.7	10.0	9.8	8.1	9.8	8.8	7.6
Virginia:											
Newport News-Hampton	3.8	3.5	4.0	4.5	3.2	2.8	2.8	2.5	2.5	2.7	2.8
Norfolk-Virginia Beach-Portsmouth	7.4	7.9	8.8	7.9	6.8	6.4	6.8	5.6	6.5	6.7	6.9
Richmond	5.8	6.6	7.0	5.7	4.7	4.6	4.4	4.2	4.4	4.9	4.8
Roanoke	2.0	2.2	2.8	2.1	2.0	1.9	2.1	2.2	2.1	2.1	2.1

Footnotes at end of table.

Table D-7. Total Unemployment in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Washington:											
Seattle	48.8	62.6	82.1	61.0	26.5	18.9	18.8	16.9	24.5	31.4	29.7
Spokane	8.7	9.1	10.0	7.4	5.0	5.0	5.0	4.5	4.9	5.5	6.5
Tacoma	11.9	13.9	15.3	11.8	6.7	5.5	5.4	5.2	6.2	6.4	6.9
West Virginia:											
Charleston	4.5	5.2	5.1	4.6	4.1	4.5	4.4	4.7	5.8	6.8	7.2
Huntington-Ashland	6.8	8.9	8.3	6.5	5.0	5.8	5.1	4.7	6.2	7.3	8.1
Wheeling	3.5	4.1	4.0	3.4	3.3	4.2	3.8	3.6	4.5	4.9	6.8
Wisconsin:											
Kenosha	2.0	2.4	2.5	2.3	1.7	1.7	2.8	2.5	1.6	2.0	1.5
Madison	5.4	5.9	5.1	4.4	3.0	2.8	2.7	2.5	2.6	2.7	2.9
Milwaukee	25.0	29.6	31.7	27.1	17.1	16.9	17.8	14.2	15.9	18.4	19.7
Racine	3.2	3.8	4.3	4.0	2.5	2.6	2.8	2.6	2.2	2.2	2.4

[p] Preliminary (11-month) average.

[1] Data for 1960 62 were published in the *1971 Manpower Report*.

[2] Comparable data not available.

NOTE: Data are based on payroll, unemployment insurance, and other work force records and are not affected by the definitional changes for measuring unemployment on a national basis which were adopted beginning 1967.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D-8. Total Unemployment Rates in 150 Major Labor Areas: Annual Averages, 1963–73 [1]

[Total unemployment as percent of total work force]

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Alabama:											
Birmingham	4.1	5.0	5.0	4.1	3.5	4.3	4.1	4.2	4.4	4.7	6.2
Mobile	4.9	5.6	5.6	5.1	4.5	4.8	5.0	4.4	4.5	5.0	5.2
Arizona:											
Phoenix	3.4	3.6	4.5	4.2	2.9	3.0	3.9	3.4	4.7	4.4	4.6
Arkansas:											
Little Rock-North Little Rock	2.4	2.9	3.3	3.1	2.3	2.5	2.8	2.4	3.0	3.3	3.8
California:											
Anaheim-Santa Ana-Garden Grove	4.4	5.4	7.1	6.0	4.0	3.8	4.2	4.3	5.3	5.2	4.9
Fresno	6.1	6.4	6.9	6.5	5.9	6.5	7.0	6.5	7.2	7.3	7.7
Los Angeles-Long Beach	4.7	5.6	7.1	5.9	4.1	4.2	4.5	4.5	5.7	5.8	5.7
Sacramento	5.5	5.6	5.8	5.8	5.0	5.1	5.5	5.2	5.8	5.7	5.6
San Bernardino-Riverside-Ontario	5.4	5.9	6.8	5.9	4.8	5.3	6.3	6.2	6.7	6.0	6.0
San Diego	5.0	5.8	6.1	5.5	3.7	3.9	4.7	5.1	7.2	7.5	7.7
San Francisco-Oakland	5.0	5.5	5.9	5.1	3.9	4.0	4.4	4.4	5.0	5.3	5.3
San Jose	4.5	5.3	6.2	5.7	4.1	4.2	4.5	4.8	6.0	6.1	5.7
Stockton	7.0	7.7	8.4	8.3	6.8	6.7	6.6	6.1	7.4	7.9	8.6
Colorado:											
Denver	2.9	2.9	3.0	3.1	2.9	3.0	3.0	3.2	3.6	3.7	4.2
Connecticut:											
Bridgeport	7.0	10.3	10.5	6.7	4.2	4.2	3.6	3.5	4.7	5.4	5.5
Hartford	4.6	6.7	6.8	4.1	3.2	2.9	2.5	2.4	3.0	3.8	3.7
New Britain	6.7	10.2	12.3	7.3	5.0	4.3	3.3	3.2	5.0	5.5	5.7
New Haven	5.2	7.0	7.3	4.7	3.4	3.4	3.2	3.2	3.4	4.4	4.4
Stamford	5.4	6.3	6.1	3.9	2.9	2.9	2.9	2.9	3.7	4.4	4.3
Waterbury	5.8	9.2	10.9	8.3	5.2	5.3	4.1	4.3	5.2	6.7	6.7
Delaware:											
Wilmington	4.5	4.7	5.3	3.9	3.0	3.3	3.5	3.0	3.0	3.8	3.9
District of Columbia:											
Washington	2.9	2.9	2.8	2.6	2.3	2.2	2.2	2.4	2.2	2.5	2.5
Florida:											
Jacksonville	2.2	2.2	2.3	2.2	2.1	2.3	2.2	2.2	2.6	2.9	3.8
Miami	4.0	4.4	5.9	4.5	3.0	2.8	3.1	3.3	3.9	5.2	8.2
Tampa-St. Petersburg	1.9	2.3	2.9	2.6	2.0	2.3	2.4	2.4	2.8	3.2	4.0
Georgia:											
Atlanta	3.1	3.3	3.6	3.2	2.3	2.6	2.7	2.8	2.7	3.0	3.2
Augusta	4.7	4.9	5.3	4.7	3.3	3.3	3.6	3.2	3.4	4.3	4.7
Columbus	4.7	5.0	5.2	4.7	3.6	3.8	3.8	3.5	4.1	4.6	5.3
Macon	4.1	3.6	3.5	3.7	2.8	2.9	2.7	2.8	3.3	3.8	4.0
Savannah	3.8	4.2	4.4	4.1	3.2	3.4	3.4	3.5	4.2	5.0	5.5
Hawaii:											
Honolulu	5.4	5.8	5.0	3.5	2.6	2.8	3.3	3.1	3.3	3.8	4.7
Illinois:											
Chicago	3.5	4.2	4.2	3.6	2.6	2.7	2.7	2.6	3.0	3.7	4.2
Davenport-Rock Island-Moline	3.3	4.4	5.9	4.6	4.1	3.7	2.8	2.5	2.9	2.7	3.3
Peoria	3.5	4.7	4.9	3.6	3.3	3.2	3.0	2.9	3.2	3.4	4.4
Rockford	3.3	4.3	6.1	4.9	3.2	2.9	2.9	2.3	2.9	3.4	4.2
Indiana:											
Evansville	3.6	4.7	4.6	4.7	3.4	3.4	3.4	2.9	3.4	3.6	4.3
Fort Wayne	2.7	3.6	4.6	3.8	2.0	2.5	2.4	1.9	2.2	2.9	3.8
Gary-Hammond-East Chicago	4.1	5.8	6.4	4.0	2.8	3.3	2.9	2.7	3.2	3.4	5.2
Indianapolis	3.4	4.2	4.9	4.0	2.4	2.6	2.3	2.2	2.5	3.5	(2)
South Bend	3.5	4.4	6.4	5.8	3.5	3.2	3.1	2.7	4.2	7.1	4.6
Terre Haute	4.7	6.0	5.5	4.6	3.2	3.7	3.7	3.6	4.8	5.8	6.3
Iowa:											
Cedar Rapids	2.4	3.7	4.5	3.5	1.9	1.8	1.5	1.5	1.7	1.7	1.8
Des Moines	2.6	3.2	3.3	2.7	2.3	2.0	2.2	1.8	2.0	2.4	2.4
Kansas:											
Wichita	3.6	4.8	9.3	8.4	4.0	3.2	2.9	2.7	4.1	4.0	4.5
Kentucky:											
Louisville	3.3	4.3	5.5	4.1	2.8	2.6	3.0	3.0	3.5	4.1	4.8

Footnotes at end of table.

Table D–8. Total Unemployment Rates in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 p	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Louisiana:											
Baton Rouge	5.9	5.7	5.6	6.7	5.6	4.4	4.6	3.7	4.1	5.1	5.8
New Orleans	5.0	5.7	6.3	5.8	4.6	4.3	4.1	3.2	4.0	4.8	5.6
Shreveport	4.7	5.2	5.5	5.1	3.4	3.2	3.0	3.2	4.1	4.7	5.1
Maine:											
Portland	3.9	4.7	4.6	3.5	2.9	2.6	3.3	3.7	4.0	4.6	4.8
Maryland:											
Baltimore	4.3	5.3	5.2	4.0	2.8	2.9	2.8	2.9	3.8	4.6	(2)
Massachusetts:											
Boston	6.1	5.9	5.8	4.3	3.2	3.2	3.3	3.6	4.0	4.7	4.4
Brockton	9.0	8.3	8.6	6.5	4.1	4.0	4.6	4.5	5.5	6.8	7.8
Fall River	7.5	8.0	7.6	6.9	5.9	5.4	6.0	6.3	8.0	10.4	10.4
Lawrence-Haverhill	8.1	9.3	9.2	6.6	5.1	4.7	5.2	5.4	6.7	7.1	7.0
Lowell	10.1	10.6	12.1	8.4	5.2	5.4	6.2	6.2	8.1	8.7	8.6
New Bedford	7.5	8.6	9.1	8.4	5.9	5.9	6.8	6.0	6.8	7.7	7.7
Springfield-Chicopee-Holyoke	7.1	7.9	8.5	6.3	4.6	4.6	4.6	4.3	5.4	6.4	7.0
Worcester	6.1	7.2	7.2	4.9	3.6	3.8	3.9	3.9	4.5	5.5	6.4
Michigan:											
Battle Creek	6.2	7.7	7.7	6.2	3.8	3.9	4.0	3.1	3.8	4.6	5.4
Detroit	6.4	8.0	8.2	6.6	3.6	3.9	4.1	3.2	3.5	4.3	5.2
Flint	5.3	7.4	6.2	8.1	3.6	3.4	3.4	3.4	2.7	3.3	3.3
Grand Rapids	6.0	7.0	8.3	6.5	4.4	3.8	4.1	3.2	2.8	3.9	4.3
Kalamazoo	4.9	6.1	7.0	5.4	3.2	3.5	3.4	3.0	3.1	3.5	4.5
Lansing-East Lansing	4.6	6.1	5.9	5.7	2.8	3.1	2.7	2.4	2.2	3.4	4.2
Muskegon-Muskegon Heights	8.2	10.4	11.0	9.6	5.8	6.7	5.1	3.8	4.5	6.0	5.6
Saginaw	5.2	6.2	6.7	5.8	3.6	3.6	4.2	2.8	2.4	2.7	3.9
Minnesota:											
Duluth-Superior	6.4	7.4	6.3	5.1	4.7	4.9	5.0	4.3	5.6	7.0	8.2
Minneapolis-St. Paul	3.4	4.1	4.6	3.4	1.9	2.0	2.1	2.2	2.8	3.4	3.6
Mississippi:											
Jackson	3.1	3.3	3.6	3.7	3.1	3.3	3.4	3.2	3.3	3.9	4.6
Missouri:											
Kansas City	4.6	5.7	6.2	5.1	4.0	3.8	4.0	4.0	4.5	4.8	5.1
St. Louis	5.0	6.0	6.1	5.4	3.5	3.4	3.4	3.3	3.5	4.1	4.7
Nebraska:											
Omaha	3.8	3.4	4.0	3.3	2.6	2.8	3.0	3.0	3.0	3.4	3.7
New Hampshire:											
Manchester	3.4	4.0	4.3	3.3	2.7	2.2	2.2	2.0	3.4	4.7	5.3
New Jersey:											
Atlantic City	7.7	7.6	7.6	6.9	5.9	5.6	5.7	5.7	6.5	7.5	7.9
Jersey City	8.3	8.6	8.9	6.6	5.4	5.3	4.9	4.4	5.2	6.2	6.7
Newark	6.3	6.4	6.2	4.9	3.9	4.1	4.1	4.1	4.6	5.5	5.9
New Brunswick-Perth Amboy	6.3	6.6	7.2	5.6	4.5	4.6	4.4	4.0	4.9	5.6	6.2
Paterson-Clifton-Passaic	6.6	6.4	6.6	5.2	4.1	4.1	4.1	4.3	5.3	6.1	5.8
Trenton	4.9	4.6	5.0	3.9	3.2	3.7	3.8	3.7	4.1	4.3	5.0
New Mexico:											
Albuquerque	5.1	4.9	5.3	5.4	4.2	4.3	4.4	4.5	4.8	4.7	4.6
New York:											
Albany-Schenectady-Troy	3.9	4.4	4.3	3.8	2.9	3.0	3.3	3.2	3.5	4.1	4.4
Binghamton	4.1	4.8	6.0	4.6	3.5	3.1	3.3	3.4	4.4	3.9	5.1
Buffalo	5.4	7.6	7.5	5.4	3.7	3.8	4.1	3.9	4.4	5.4	6.7
New York	4.7	5.4	5.3	4.0	3.2	3.3	3.7	4.2	4.5	4.9	5.1
Rochester	3.2	4.3	4.8	3.8	2.4	2.2	2.2	2.3	2.9	3.2	4.0
Syracuse	4.5	5.3	5.5	4.9	3.2	3.3	3.8	2.9	3.7	4.6	4.9
Utica-Rome	5.9	8.5	7.7	5.8	3.9	4.2	4.5	4.3	5.5	6.6	6.6
North Carolina:											
Asheville	1.9	2.4	3.6	3.4	2.4	3.3	3.2	3.0	3.7	4.6	5.1
Charlotte	1.7	2.1	2.7	2.5	2.0	3.1	3.0	3.1	3.2	3.7	3.8
Durham	2.1	2.5	3.5	3.5	3.3	3.8	3.7	4.1	3.8	4.7	(2)
Greensboro-Winston-Salem-High Point	2.1	2.3	3.3	2.9	2.2	2.2	2.5	2.6	2.8	3.6	(2)
Ohio:											
Akron	3.5	4.2	4.8	3.9	2.5	2.5	2.8	2.6	3.2	4.2	(2)
Canton	3.8	4.8	5.8	4.5	2.7	3.0	3.1	2.9	3.5	4.4	6.3
Cincinnati	3.5	4.3	5.2	3.8	2.8	3.0	3.1	3.0	4.0	4.8	(2)
Cleveland	3.1	4.1	4.8	3.8	2.3	2.5	2.8	2.6	3.1	3.6	(2)
Columbus	2.9	3.1	3.4	3.2	2.3	2.2	2.5	2.5	2.8	3.3	(2)
Dayton	3.3	3.8	5.2	3.5	2.3	2.4	2.3	2.4	2.8	3.0	(2)
Hamilton-Middletown	4.9	6.4	7.6	4.9	3.5	3.7	3.9	3.5	4.5	6.0	7.5
Lorain-Elyria	3.9	4.8	6.4	4.9	3.1	3.3	4.1	3.4	3.9	5.0	6.0
Steubenville-Weirton, W. Va.	3.5	3.9	4.1	3.6	3.0	3.6	4.0	3.4	3.6	3.9	6.4
Toledo	4.1	4.7	5.1	4.6	2.9	3.0	3.5	3.2	3.7	4.4	(2)
Youngstown-Warren	3.8	5.1	6.2	4.8	2.8	3.7	3.8	3.5	3.9	4.2	6.5
Oklahoma:											
Oklahoma City	4.3	4.4	4.2	3.4	2.9	3.1	3.2	3.2	3.6	3.8	3.7
Tulsa	3.7	4.4	5.1	4.4	3.3	3.4	3.2	3.3	3.9	4.3	5.3
Oregon:											
Portland	4.6	5.5	6.1	5.6	3.5	3.6	4.0	3.3	4.0	4.6	4.8
Pennsylvania:											
Allentown-Bethlehem-Easton	2.8	3.7	4.3	2.4	1.8	1.9	2.3	2.2	2.8	4.2	5.6
Altoona	5.1	6.3	5.6	4.3	3.3	4.3	7.6	6.7	6.7	8.7	10.2
Erie	3.9	4.8	4.8	3.8	2.9	3.0	3.5	2.9	4.1	6.0	7.7
Harrisburg	2.3	3.0	3.2	2.5	2.0	2.4	2.3	2.4	2.9	3.6	4.8
Johnstown	5.6	6.9	6.8	5.8	4.4	5.4	5.5	4.6	5.7	7.2	10.6
Lancaster	2.4	3.1	3.5	2.3	2.0	2.1	1.8	1.5	1.9	2.9	3.5
Philadelphia	5.4	5.9	5.7	4.2	2.9	3.1	3.2	3.3	4.3	5.9	6.5
Pittsburgh	4.6	5.7	5.3	3.6	2.5	2.8	3.1	3.0	3.6	5.5	8.0
Reading	2.4	3.3	3.2	2.5	1.5	1.6	1.7	1.6	2.2	3.8	4.6
Scranton	5.1	5.7	6.4	5.6	4.1	4.1	4.2	4.9	6.9	8.8	11.1
Wilkes-Barre-Hazleton	4.9	8.9	6.3	5.2	3.9	4.2	4.5	4.9	6.3	7.7	9.7
York	2.8	3.2	3.7	2.8	2.0	2.1	2.3	2.2	2.7	4.2	5.9

Footnotes at end of table.

Table D–8. Total Unemployment Rates in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Puerto Rico:											
Mayaguez	10.1	12.7	11.1	12.0	12.8	12.8	12.2	12.1	13.7	13.2	14.5
Ponce	17.5	18.2	14.5	13.5	15.2	15.5	12.8	15.1	15.0	14.0	14.9
San Juan	7.8	8.1	6.2	5.1	4.7	5.3	5.4	5.3	5.4	5.4	6.1
Rhode Island:											
Providence-Warwick-Pawtucket	6.1	6.5	6.9	5.3	3.7	3.8	3.8	3.8	4.8	5.8	6.3
South Carolina:											
Charleston	4.4	5.1	5.8	4.8	3.8	3.9	4.3	4.1	4.8	5.7	6.1
Greenville	1.9	2.5	4.0	3.6	2.7	2.9	3.4	2.8	3.9	5.0	5.3
Tennessee:											
Chattanooga	2.9	3.5	4.1	3.7	2.9	2.9	3.1	3.0	3.2	5.7	7.4
Knoxville	2.4	3.1	3.4	3.3	2.7	3.0	3.0	2.8	3.0	4.3	5.2
Memphis	2.9	3.4	4.2	3.6	2.9	3.0	3.1	2.9	3.7	4.0	4.4
Nashville	3.6	3.6	4.2	3.2	2.6	2.7	2.8	2.3	2.9	3.7	3.7
Texas:											
Austin	2.3	2.4	2.4	2.3	1.8	1.9	2.1	2.6	3.1	3.4	3.9
Beaumont-Port Arthur	4.6	5.1	5.5	4.4	3.8	4.4	4.5	3.9	5.3	6.9	8.2
Corpus Christi	4.6	5.0	4.5	4.8	3.8	3.5	3.9	3.7	5.1	5.6	6.2
Dallas	2.3	2.7	3.6	2.8	1.5	1.6	2.0	2.4	3.3	3.8	4.0
El Paso	4.7	4.8	4.7	4.8	3.7	4.0	3.9	4.4	5.8	6.0	6.2
Fort Worth	3.4	4.4	5.3	3.6	2.1	2.1	2.4	2.9	3.9	4.3	5.1
Houston	2.7	3.2	3.0	2.6	2.2	1.9	2.1	2.4	3.2	3.7	4.6
San Antonio	3.8	4.0	4.8	4.7	3.6	3.4	3.7	4.3	5.7	6.3	6.9
Utah:											
Salt Lake City	4.9	5.3	5.4	5.0	4.5	4.8	4.9	4.0	5.0	4.5	4.0
Virginia:											
Newport News-Hampton	3.0	2.9	3.6	4.1	2.9	2.6	2.7	2.5	2.6	2.9	3.1
Norfolk-Virginia Beach-Portsmouth	3.0	3.3	3.7	3.4	3.0	2.9	3.2	2.8	3.2	3.4	3.6
Richmond	2.0	2.4	2.6	2.1	1.8	1.8	1.8	1.8	1.9	2.2	2.2
Roanoke	2.0	2.3	3.0	2.3	2.2	2.2	2.5	2.7	2.6	2.8	2.8
Washington:											
Seattle	7.6	9.9	13.0	9.5	4.0	2.9	3.1	3.0	4.8	6.4	6.0
Spokane	7.2	7.6	8.6	6.6	4.6	4.7	4.9	4.5	5.1	5.8	6.5
Tacoma	8.6	10.1	11.2	8.8	5.0	4.2	4.3	4.4	5.6	6.0	6.5
West Virginia:											
Charleston	4.7	5.4	5.3	4.8	4.3	4.5	4.5	4.9	6.2	7.2	7.7
Huntington-Ashland	6.8	8.8	8.2	6.4	5.1	5.9	5.2	4.8	6.5	7.9	9.0
Wheeling	5.0	5.8	5.6	4.9	4.8	6.1	5.6	5.4	6.6	7.3	10.1
Wisconsin:											
Kenosha	4.3	5.5	6.1	5.4	4.4	4.5	7.2	6.3	3.7	4.7	3.5
Madison	3.6	3.9	3.5	3.1	2.1	2.1	2.1	2.1	2.3	2.5	2.8
Milwaukee	3.8	4.5	5.0	4.2	2.7	2.7	2.9	2.4	2.7	3.3	3.6
Racine	4.6	5.7	6.6	6.1	3.8	4.1	4.5	4.1	3.6	3.9	4.3

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[p] Preliminary (11-month) average.

[1] Data for 1960-62 were published in the *1971 Manpower Report*.

[2] Comparable data not available.

NOTE: Data are based on payroll, unemployment insurance, and other work force records and are not affected by the definitional changes for measuring unemployment on a national basis which were adopted beginning 1967.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–9. Insured Unemployment Under State, Federal Employee, and Ex-Servicemen's Programs in 150 Major Labor Areas: Annual Averages, 1963–73 [1]

[Thousands]

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Alabama:											
Birmingham	6.8	8.5	8.4	6.5	3.0	4.4	3.4	3.5	3.5	3.7	5.1
Mobile	1.6	2.3	2.4	2.0	1.6	1.8	2.1	1.4	1.7	1.8	1.9
Arizona:											
Phoenix	5.8	5.8	18.5	16.4	2.8	3.5	5.1	3.9	6.1	5.4	5.2
Arkansas:											
Little Rock-North Little Rock	.9	1.1	1.3	1.3	.9	.8	.7	.6	.8	.9	1.2
California:											
Anaheim-Santa Ana-Garden Grove	12.9	14.6	20.0	15.1	9.6	7.8	9.1	8.3	10.8	9.9	8.5
Fresno	5.7	5.7	5.9	5.4	5.0	5.0	5.8	5.1	5.5	5.9	6.0
Los Angeles-Long Beach	79.9	91.7	127.3	107.9	69.7	69.1	74.5	70.1	94.2	101.1	102.4
Sacramento	10.6	10.2	10.3	8.6	8.6	7.9	8.7	8.1	8.7	6.4	6.2
San Bernardino-Riverside-Ontario	11.3	12.1	14.2	10.0	8.7	9.3	11.3	10.7	11.5	9.1	8.6
San Diego	15.7	16.6	17.6	13.6	8.5	8.3	10.1	10.1	13.2	13.5	13.8
San Francisco-Oakland	39.8	43.3	48.4	37.2	28.5	27.9	32.5	30.6	35.1	35.9	36.0
San Jose	11.9	13.1	15.9	12.8	9.0	8.5	9.1	9.0	11.1	11.0	9.6
Stockton	4.6	5.1	5.4	5.2	4.4	4.1	4.3	3.7	4.1	4.2	4.4
Colorado:											
Denver	3.5	3.0	3.6	2.9	1.9	1.9	2.9	2.8	4.1	4.6	6.2
Connecticut:											
Bridgeport	5.7	9.0	11.3	7.3	3.9	3.7	2.8	2.2	3.4	4.3	4.3
Hartford	6.8	11.3	14.3	7.5	4.8	3.9	3.0	2.3	3.6	5.0	5.1
New Britain	3.1	2.8	4.2	2.6	1.6	1.2	.7	.6	1.4	1.5	1.6
New Haven	4.9	7.0	8.3	5.1	3.0	2.8	2.5	2.1	2.4	3.3	3.3
Stamford	2.0	2.6	3.1	1.9	1.0	.9	.8	.7	1.1	1.5	1.7
Waterbury	1.9	4.9	6.4	5.2	2.7	2.8	1.7	1.7	2.0	2.7	3.0
Delaware:											
Wilmington	3.5	4.1	4.7	4.0	2.6	2.6	2.8	2.5	2.4	3.3	3.1
District of Columbia:											
Washington	10.9	12.8	12.0	9.5	5.9	6.0	6.0	5.5	6.1	7.6	7.2

Footnotes at end of table.

Table D–9. Insured Unemployment Under State, Federal Employee, and Ex-Servicemen's Programs in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 p	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Florida:											
Jacksonville	0.8	0.7	0.8	0.8	0.8	1.0	0.9	0.7	1.0	1.3	2.0
Miami	8.2	8.3	10.9	8.6	5.3	5.4	5.0	5.1	5.8	6.4	8.4
Tampa-St. Petersburg	3.2	3.8	5.0	3.7	2.6	3.1	3.2	2.8	3.4	4.0	5.1
Georgia:											
Atlanta	4.0	5.2	6.2	5.9	2.5	3.2	3.9	3.0	3.5	4.2	4.9
Augusta	1.0	1.4	1.6	1.3	.7	.6	.7	.5	.6	.8	.9
Columbus	.7	1.0	.9	1.0	.6	.7	.6	.5	.6	.7	1.1
Macon	.6	.8	.8	.8	.5	.5	.4	.4	.4	.6	.8
Savannah	.5	.8	.9	.9	.4	.5	.6	.6	.7	1.0	1.2
Hawaii:											
Honolulu	8.5	9.4	8.7	6.2	2.7	3.0	4.0	3.2	3.4	3.9	5.0
Illinois:											
Chicago	54.5	52.7	56.5	43.8	21.6	24.8	25.5	21.6	31.0	42.3	52.3
Davenport-Rock Island-Moline	1.8	2.5	3.8	3.1	2.4	2.2	1.2	.8	1.3	1.1	1.3
Peoria	1.8	2.8	2.3	1.7	1.5	1.5	1.3	1.2	1.5	1.7	2.3
Rockford	1.0	1.8	3.1	2.7	1.2	.9	1.0	.5	.9	1.1	1.6
Indiana:											
Evansville	1.2	1.5	1.6	1.7	1.1	1.1	1.2	.9	1.1	1.0	1.3
Fort Wayne	1.4	1.0	1.6	1.4	.4	.7	.7	.5	.7	.9	1.3
Gary-Hammond-East Chicago	2.4	4.3	6.1	2.7	1.5	2.3	2.0	1.6	2.4	2.4	4.2
Indianapolis	3.5	4.9	7.0	6.1	2.4	2.9	2.6	2.1	2.7	3.4	4.0
South Bend	1.2	1.5	2.6	2.4	1.2	1.0	1.0	.7	2.7	3.5	2.5
Terre Haute	1.2	1.5	1.5	1.2	.7	.9	.9	.8	1.0	.8	.9
Iowa:											
Cedar Rapids	.6	1.1	1.4	1.0	.3	.3	.2	.2	.3	.3	.4
Des Moines	1.1	1.3	1.5	1.0	.9	.7	.7	.5	.7	1.0	1.1
Kansas:											
Wichita	1.3	2.1	5.4	6.3	2.3	1.5	1.8	1.0	2.2	2.0	2.3
Kentucky:											
Louisville	6.0	8.5	10.9	4.6	2.6	2.2	3.1	2.7	3.5	4.5	5.2
Louisiana:											
Baton Rouge	2.1	1.8	2.1	2.1	1.5	1.0	1.1	.7	.8	1.2	1.5
New Orleans	7.2	6.9	7.5	7.2	5.9	4.6	5.0	3.3	4.4	5.0	6.2
Shreveport	1.4	2.5	2.1	1.8	1.1	1.0	.8	.9	1.3	1.5	1.6
Maine:											
Portland	1.0	1.1	1.3	.9	.6	.6	.6	.8	1.0	1.2	1.3
Maryland:											
Baltimore	14.4	20.0	21.5	14.5	8.9	9.7	8.5	8.1	11.6	14.7	16.7
Massachusetts:											
Boston	39.1	37.4	39.5	34.7	20.1	19.5	20.6	21.2	25.2	31.0	31.4
Brockton	3.0	2.6	3.1	2.4	1.4	1.4	1.5	1.3	1.7	2.5	3.0
Fall River	3.0	3.1	3.3	3.5	2.8	2.4	2.6	2.6	3.4	5.0	5.0
Lawrence-Haverhill	4.0	4.5	5.7	4.5	3.5	3.1	3.3	3.1	3.9	4.7	5.2
Lowell	3.1	2.9	4.0	3.0	1.9	1.8	2.5	2.1	2.8	3.3	3.4
New Bedford	3.3	3.6	4.6	4.8	3.0	2.7	3.1	2.7	2.9	3.7	4.0
Springfield-Chicopee-Holyoke	7.2	8.3	9.9	7.3	4.8	5.0	4.8	4.2	5.5	6.6	7.5
Worcester	3.9	4.5	5.5	3.9	2.6	2.8	2.9	2.7	3.2	4.2	5.5
Michigan:											
Battle Creek	1.6	2.1	2.3	2.1	1.2	1.2	1.1	.7	.8	1.0	1.3
Detroit	34.6	49.0	63.0	57.0	23.0	24.6	29.5	19.8	17.1	24.1	28.7
Flint	3.3	5.8	5.0	8.2	2.7	3.0	4.3	2.7	1.8	2.2	2.4
Grand Rapids	4.4	5.5	7.3	7.2	3.9	3.1	3.1	2.1	1.8	2.4	2.6
Kalamazoo	1.4	1.8	2.3	2.0	.9	1.0	1.0	.6	.8	.9	1.3
Lansing-East Lansing	2.7	3.8	3.2	4.3	1.3	1.8	1.6	1.1	.8	1.5	1.9
Muskegon-Muskegon Heights	1.7	2.4	2.8	2.7	1.2	1.5	1.1	.6	.7	1.3	1.1
Saginaw	1.3	1.5	1.9	1.9	.8	1.0	1.5	.5	.5	.6	1.0
Minnesota:											
Duluth-Superior	1.8	2.5	1.8	1.5	1.2	1.2	1.3	1.0	1.4	1.8	2.2
Minneapolis-St. Paul	10.5	12.8	15.8	10.6	3.2	3.7	4.2	4.7	7.9	10.7	11.4
Mississippi:											
Jackson	.6	.6	.8	.9	.5	.5	.6	.4	.6	.8	1.2
Missouri:											
Kansas City	7.8	9.1	11.7	7.1	5.7	5.0	5.9	5.7	6.4	7.0	8.8
St. Louis	18.8	21.1	25.6	19.7	13.5	13.6	14.0	12.3	12.1	14.2	17.1
Nebraska:											
Omaha	4.5	2.4	2.9	1.7	1.5	1.7	1.8	1.7	2.3	2.3	2.6
New Hampshire:											
Manchester	.8	1.0	1.3	.9	.6	.5	.5	.4	1.0	1.5	1.9
New Jersey:											
Atlantic City	3.4	3.4	3.6	3.3	2.6	2.3	2.3	2.3	2.8	3.2	3.5
Jersey City	12.7	13.6	15.4	12.0	9.4	9.1	8.0	6.8	7.8	9.5	10.7
Newark	25.3	26.9	29.2	22.3	16.2	16.4	17.3	15.8	17.9	21.6	23.8
New Brunswick-Perth Amboy	9.1	10.2	11.4	8.2	5.9	5.7	5.6	4.7	5.5	5.6	7.1
Paterson-Clifton-Passaic	20.8	20.8	22.7	17.9	12.4	12.2	12.0	11.6	13.5	16.3	16.5
Trenton	2.8	2.7	3.1	2.3	1.9	2.0	2.2	2.0	2.3	2.6	3.0
New Mexico:											
Albuquerque	2.7	2.2	2.4	2.4	1.7	1.7	1.7	1.6	1.9	1.8	1.7
New York:											
Albany-Schenectady-Troy	5.7	6.6	6.2	5.3	3.5	3.5	4.0	4.0	4.2	5.7	6.5
Binghamton	2.2	2.5	4.2	2.5	1.8	1.3	1.3	1.2	1.6	1.7	2.6
Buffalo	12.6	19.6	24.3	15.1	8.8	9.3	10.4	9.3	11.1	14.4	18.2
New York	117.5	162.6	171.7	130.7	97.3	94.8	114.8	134.8	151.7	167.8	182.3
Rochester	5.6	7.8	10.6	7.6	4.0	3.8	4.0	3.7	5.1	3.6	4.9
Syracuse	5.0	6.5	6.8	6.1	3.2	3.3	4.3	2.7	3.7	5.0	5.5
Utica-Rome	3.3	5.4	5.7	4.1	2.8	2.9	3.3	2.8	3.0	4.5	3.4
North Carolina:											
Asheville	.4	.5	1.0	1.1	.8	.9	.9	.6	.8	1.0	1.2
Charlotte	.9	1.3	1.8	1.6	.9	.9	1.0	.8	1.2	1.4	1.7
Durham	.4	.5	.8	.7	.6	.7	.7	.6	.9	1.2	1.3
Greensboro-Winston-Salem-High Point	1.7	2.3	3.8	3.0	1.7	1.8	1.9	1.8	2.3	3.3	3.9

Footnotes at end of table.

Table D–9. Insured Unemployment Under State, Federal Employee, and Ex-Servicemen's Programs in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Ohio:											
Akron	2.9	3.8	5.0	3.7	2.0	1.7	2.1	1.7	2.1	3.3	4.2
Canton	1.8	2.7	4.0	2.9	1.1	1.5	1.6	1.2	1.6	2.3	3.9
Cincinnati	5.2	8.0	11.8	6.7	4.5	4.6	5.4	4.9	7.0	7.4	8.4
Cleveland	8.3	14.1	18.3	13.8	4.7	5.5	8.1	6.2	8.9	12.6	17.1
Columbus	3.3	3.5	4.5	3.8	2.1	1.7	2.4	2.3	2.8	3.9	4.2
Dayton	3.4	4.0	8.0	4.6	1.5	1.8	1.8	1.6	2.3	2.9	4.2
Hamilton-Middletown	1.4	2.1	2.8	1.4	1.0	1.1	1.3	.9	1.3	1.9	2.6
Lorain-Elyria	1.0	1.5	2.3	1.7	.8	.9	1.3	.8	.9	1.5	2.0
Steubenville-Weirton, W. Va.	.7	.9	.9	.8	.7	1.0	1.1	.8	.8	.9	1.9
Toledo	3.6	4.4	5.1	5.0	2.0	2.1	3.1	2.5	2.5	3.0	4.1
Youngstown-Warren	2.7	4.7	6.6	5.4	1.6	3.0	3.3	2.6	3.0	3.2	5.9
Oklahoma:											
Oklahoma City	3.2	3.5	3.7	2.5	1.5	1.9	2.2	2.1	2.6	3.0	3.0
Tulsa	2.2	2.7	3.9	3.1	1.7	1.7	1.6	1.6	2.2	2.5	3.5
Oregon:											
Portland	10.6	11.6	13.8	12.6	6.2	5.8	6.9	4.9	6.0	7.2	7.6
Pennsylvania:											
Allentown-Bethlehem-Easton	3.7	5.6	6.6	2.7	2.8	2.7	3.4	2.5	3.1	5.0	7.4
Altoona	1.4	1.8	1.6	1.0	.9	1.0	1.2	.9	.9	1.5	1.8
Erie	2.1	2.5	2.5	1.8	1.3	1.4	1.6	1.2	1.8	2.7	3.6
Harrisburg	1.8	2.5	2.5	1.5	1.3	1.6	1.6	1.5	1.9	2.4	3.4
Johnstown	3.0	3.9	4.1	2.5	2.4	2.9	2.9	2.1	2.7	3.4	5.0
Lancaster	1.3	1.8	2.2	1.1	1.0	1.2	.9	.6	.9	1.3	2.0
Philadelphia	46.1	52.2	53.2	36.2	25.3	25.3	26.2	23.4	32.1	48.6	58.0
Pittsburgh	21.5	28.2	27.1	16.7	11.3	13.5	14.6	11.9	15.7	23.2	35.4
Reading	2.0	3.1	3.2	1.7	1.2	1.3	1.4	1.2	1.8	3.1	3.9
Scranton	3.8	3.9	4.2	3.4	3.3	3.1	2.9	2.9	3.5	4.5	6.0
Wilkes-Barre-Hazleton	5.2	10.2	7.0	4.5	4.8	4.7	5.0	4.9	6.3	6.6	8.6
York	1.9	2.4	2.9	1.6	1.3	1.2	1.4	1.2	1.6	2.1	3.3
Puerto Rico:											
Mayaguez	1.3	2.2	2.2	2.0	1.8	1.4	1.1	1.0	1.2	1.0	.6
Ponce	2.9	2.9	2.7	2.0	2.0	1.8	1.6	1.4	1.7	1.3	.9
San Juan	7.7	8.6	7.3	5.7	4.4	3.9	3.9	3.9	3.7	3.2	2.1
Rhode Island:											
Providence-Warwick-Pawtucket	13.9	14.8	18.0	14.2	9.2	8.7	8.5	7.5	8.8	11.7	13.9
South Carolina:											
Charleston	1.1	1.3	1.8	1.2	.8	.8	.9	.7	.8	.8	1.0
Greenville	.6	1.0	2.1	1.6	1.0	1.1	1.5	.8	1.3	1.8	1.5
Tennessee:											
Chattanooga	1.3	1.3	1.7	1.8	1.2	1.4	1.4	1.0	1.3	1.7	2.5
Knoxville	1.1	1.5	2.3	1.6	2.0	1.7	1.7	1.4	1.4	2.1	2.5
Memphis	2.3	2.5	3.5	2.9	2.9	2.9	3.1	2.4	2.7	2.9	3.7
Nashville	2.1	2.1	2.8	2.2	1.9	2.0	2.7	1.9	1.9	2.4	2.2
Texas:											
Austin	.5	.5	.4	.4	.2	.2	.3	.4	.5	.6	.7
Beaumont-Port Arthur	2.4	2.7	2.7	2.0	1.6	1.5	1.5	1.2	1.9	2.6	2.9
Corpus Christi	.9	1.0	.8	.8	.7	.6	.7	.7	1.0	1.2	1.3
Dallas	3.8	4.9	7.3	5.2	1.5	1.7	2.5	3.1	4.8	5.7	6.1
El Paso	1.5	1.5	1.5	1.5	1.3	1.3	1.3	1.4	1.8	2.1	2.2
Fort Worth	2.6	3.9	5.7	2.8	.9	.8	1.1	1.4	2.8	2.6	3.3
Houston	4.2	5.8	5.6	3.5	2.2	2.1	2.5	3.2	4.5	6.1	7.8
San Antonio	1.3	1.6	2.3	2.1	1.5	1.1	1.4	1.6	2.6	3.0	3.3
Utah:											
Salt Lake City	169.3	4.3	3.8	3.7	3.3	3.4	3.6	2.7	3.7	3.5	3.0
Virginia:											
Newport News-Hampton	.7	.6	.9	1.2	.7	.5	.6	.5	.6	.5	.6
Norfolk-Virginia Beach-Portsmouth	1.1	1.1	1.6	1.4	1.1	1.0	1.3	1.1	1.2	1.6	1.6
Richmond	.5	.9	1.1	.6	.3	.4	.4	.4	.5	.9	1.0
Roanoke	.3	.4	6	.4	.2	.2	.3	.4	.4	.6	.6
Washington:											
Seattle	23.9	28.2	40.7	37.3	12.3	7.8	7.9	6.7	12.0	17.7	16.1
Spokane	4.2	4.3	5.0	4.0	2.3	2.4	2.7	2.2	2.5	3.1	3.6
Tacoma	6.3	6.6	7.2	6.5	2.9	2.3	2.2	2.0	2.8	3.4	3.3
West Virginia:											
Charleston	1.3	1.6	1.6	1.4	1.3	1.2	1.1	1.1	1.4	1.7	2.2
Huntington-Ashland	1.9	2.8	2.9	2.2	1.8	2.1	1.9	1.4	1.8	2.3	2.5
Wheeling	1.2	1.6	1.5	1.3	1.3	1.6	1.5	1.3	1.7	1.7	2.5
Wisconsin:											
Kenosha	.7	10.3	1.2	.8	.8	1.0	2.0	1.8	.7	1.0	.4
Madison	1.7	21.0	1.4	1.0	.7	.6	.7	.6	.7	.8	.9
Milwaukee	7.4	109.5	13.2	10.1	5.3	5.6	5.9	4.2	5.4	7.8	8.9
Racine	.9	21.8	1.8	1.4	.9	1.2	1.3	1.1	.8	.9	.8

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[p] Preliminary (11-month) average.

[1] Data for 1960–62 were published in the *1971 Manpower Report*.

NOTE: Comparability between years for a given area or for the same year among areas is affected by changes or differences in statutory or administrative factors.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–10. Insured Unemployment Rates Under State, Federal Employee, and Ex-Servicemen's Programs in 150 Major Labor Areas: Annual Averages, 1963–73[1]

[Insured unemployment as percent of average covered employment]

Major labor area	1973 p	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Alabama:											
Birmingham	3.1	3.9	4.0	3.1	1.7	2.2	2.2	1.9	1.9	2.2	3.0
Mobile	2.0	2.9	3.1	2.8	1.8	2.0	2.3	1.9	2.1	3.0	3.3
Arizona:											
Phoenix	1.8	2.2	2.8	4.1	1.2	1.6	2.5	1.9	3.3	3.1	3.2
Arkansas:											
Little Rock-North Little Rock	.8	1.1	1.5	1.0	.9	.8	.8	.7	1.2	1.3	1.8
California:											
Anaheim-Santa Ana-Garden Grove	3.7	4.1	5.7	4.2	2.7	2.4	3.0	3.0	4.2	4.1	3.9
Fresno	7.5	6.3	6.7	6.7	6.5	7.5	6.7	6.1	6.9	7.6	8.2
Los Angeles-Long Beach	3.8	4.0	5.3	4.6	3.0	2.7	3.2	3.1	4.3	4.4	4.5
Sacramento	7.7	6.6	6.0	6.2	5.6	6.6	5.7	5.3	6.0	5.5	5.4
San Bernardino-Riverside-Ontario	6.1	5.7	6.6	4.8	4.0	4.3	5.6	5.3	6.4	5.8	5.8
San Diego	5.9	5.7	5.7	4.7	2.7	2.9	4.0	4.5	6.4	6.4	6.3
San Francisco-Oakland	4.7	3.5	4.7	3.9	2.7	4.2	3.5	3.3	4.5	4.0	4.3
San Jose	3.9	4.3	5.2	4.5	2.9	2.9	3.4	3.8	5.1	5.1	4.7
Stockton	9.1	8.1	8.4	8.9	7.4	8.3	8.3	6.5	7.7	8.2	8.6
Colorado:											
Denver	.8	.8	1.0	.8	.5	.6	1.0	.9	1.6	1.7	2.3
Connecticut:											
Bridgeport	3.9	6.4	8.6	5.4	2.8	2.7	2.1	1.7	3.0	3.7	3.8
Hartford	2.1	3.7	5.0	3.0	1.7	1.5	1.0	.8	1.5	2.2	2.3
New Britain	3.8	6.5	10.7	6.4	3.5	3.0	1.8	1.5	3.8	4.0	4.3
New Haven	3.1	4.6	6.1	4.0	2.4	2.3	2.0	1.8	2.2	3.1	3.2
Stamford	2.4	3.3	4.2	2.6	1.4	1.4	1.4	1.2	2.1	2.9	3.0
Waterbury	4.3	6.6	9.4	7.5	3.7	4.0	2.4	2.5	3.4	4.6	4.9
Delaware:											
Wilmington	2.2	2.7	3.2	2.7	1.7	1.7	1.9	1.9	1.9	2.6	2.7
District of Columbia:											
Washington	1.4	1.2	1.2	.5	.6	.6	.7	.6	1.2	1.5	.9
Florida:											
Jacksonville	1.0	.8	1.0	.9	.5	.7	.6	.5	.9	1.2	1.9
Miami	1.7	1.7	2.9	2.2	1.4	1.6	2.0	2.3	2.5	2.5	3.4
Tampa-St. Petersburg	1.0	1.4	2.0	1.6	1.2	1.5	1.6	1.5	1.9	2.4	3.3
Georgia:											
Atlanta	.9	1.2	1.3	1.3	2.4	.7	.9	.6	1.0	1.3	1.6
Augusta	1.5	2.2	2.6	2.1	3.4	.9	1.2	.8	1.1	1.7	2.0
Columbus	1.4	2.0	1.9	2.0	3.7	1.1	1.1	1.0	1.4	1.9	3.0
Macon	1.2	1.8	1.8	1.8	2.9	1.0	.7	.7	1.2	1.7	2.5
Savannah	1.0	1.7	1.9	1.9	3.3	1.0	1.2	1.2	1.8	2.5	2.9
Hawaii:											
Honolulu	3.0	3.5	3.3	2.8	2.1	2.2	2.2	1.9	2.2	2.4	3.4
Illinois:											
Chicago	(2)	2.3	2.5	1.8	.9	1.1	1.2	1.0	1.5	2.1	2.7
Davenport-Rock Island-Moline	1.5	2.7	3.9	(2)	2.0	2.1	1.0	.8	1.4	1.5	1.8
Peoria	1.5	2.8	2.2	1.7	1.3	1.3	1.4	1.1	1.7	2.1	2.9
Rockford	1.0	2.0	3.5	2.9	1.2	1.0	1.1	.6	1.2	1.6	2.4
Indiana:											
Evansville	1.2	2.2	2.4	2.4	1.4	1.6	1.7	1.3	1.8	2.0	2.4
Fort Wayne	.6	1.1	1.7	1.6	.5	.8	.7	.5	.8	1.2	1.8
Gary-Hammond-East Chicago	1.2	2.6	3.4	1.5	.9	1.3	1.1	.9	1.4	1.5	2.7
Indianapolis	1.0	1.6	2.2	1.9	.7	.9	.8	.7	1.0	1.4	1.7
South Bend	1.4	2.2	3.7	3.2	1.5	1.3	1.4	1.0	2.0	5.6	3.7
Terre Haute	2.8	4.0	3.8	3.2	1.5	2.5	2.4	2.3	3.2	3.0	3.4
Iowa:											
Cedar Rapids	.9	2.0	2.8	1.9	.6	.5	.4	.4	.6	.8	.9
Des Moines	.9	1.2	1.5	1.1	.8	.7	.8	.6	.9	1.2	1.4
Kansas:											
Wichita	1.2	1.6	5.1	5.7	1.9	1.2	1.0	.8	2.1	2.0	2.4
Kentucky:											
Louisville	2.0	3.2	4.3	1.8	.9	1.0	1.3	1.2	1.7	2.2	2.7
Louisiana:											
Baton Rouge	2.0	2.6	2.9	3.0	3.6	1.3	2.0	1.1	1.5	2.3	2.9
New Orleans	2.1	2.4	2.6	2.5	1.9	1.7	1.7	1.2	1.7	2.1	2.7
Shreveport	1.8	2.5	3.0	2.7	1.4	1.5	1.2	1.5	2.3	2.7	2.8
Maine:											
Portland	1.6	2.2	2.6	1.8	1.3	1.2	1.2	1.7	2.3	2.9	3.5
Maryland:											
Baltimore	2.2	3.3	3.8	2.5	1.5	1.7	1.8	1.6	2.2	2.8	3.3
Massachusetts:											
Boston	3.6	3.5	4.0	3.5	2.0	2.0	2.2	2.3	2.8	3.6	3.6
Brockton	6.2	5.5	7.0	5.3	3.3	3.2	3.6	3.2	4.4	6.5	8.2
Fall River	6.7	7.0	7.9	8.1	6.2	5.5	6.4	6.4	8.4	11.8	11.6
Lawrence-Haverhill	5.4	6.2	7.9	6.0	4.6	4.1	4.5	4.3	5.4	6.5	7.1
Lowell	6.5	6.0	8.7	6.5	4.1	3.9	5.3	4.9	7.1	8.3	8.4
New Bedford	6.0	6.6	8.6	8.7	5.5	5.1	6.1	5.3	6.1	7.6	8.1
Springfield-Chicopee-Holyoke	4.4	5.0	6.4	4.6	2.9	2.9	3.1	2.7	3.7	4.5	5.5
Worcester	3.3	4.3	5.2	3.6	2.5	2.6	2.7	2.6	3.3	4.4	5.6

Footnotes at end of table.

Table D–10. Insured Unemployment Rates Under State, Federal Employee, and Ex-Servicemen's Programs in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Michigan:											
Battle Creek	3.1	4.3	4.9	4.5	2.4	2.7	2.3	1.6	2.0	2.7	0.4
Detroit	2.5	3.9	5.0	4.4	1.8	2.0	2.4	2.4	1.6	2.4	3.0
Flint	2.2	4.1	3.6	6.0	2.0	2.3	3.4	2.2	1.5	2.0	2.2
Grand Rapids	2.3	3.1	4.5	4.4	1.9	2.0	2.1	1.5	1.3	2.3	2.6
Kalamazoo	2.1	3.0	4.0	3.5	1.6	1.7	1.7	1.3	1.7	2.1	2.9
Lansing-East Lansing	2.2	3.4	3.2	4.9	1.9	2.3	2.0	1.5	1.1	2.3	3.2
Muskegon-Muskegon Heights	3.8	5.6	6.5	6.0	2.7	3.3	2.5	1.3	1.9	3.4	3.1
Saginaw	1.9	2.3	3.1	3.2	1.5	1.7	2.5	1.0	.9	1.3	2.2
Minnesota:											
Duluth-Superior	3.9	6.8	4.7	3.9	2.9	3.0	3.2	2.6	3.8	5.0	6.3
Minneapolis-St. Paul	1.5	1.9	2.5	1.7	.5	.6	.7	.9	1.6	2.0	2.3
Mississippi:											
Jackson	.7	.9	1.3	1.4	.8	1.8	1.8	1.6	1.6	2.4	2.7
Missouri:											
Kansas City	(2)	2.4	3.3	2.2	1.8	2.1	2.3	2.2	2.3	2.7	3.1
St. Louis	(2)	3.2	3.8	3.3	2.2	1.9	2.0	1.8	2.0	2.8	3.0
Nebraska:											
Omaha	2.4	3.6	1.9	1.3	.9	1.2	1.3	1.3	1.9	1.9	2.3
New Hampshire:											
Manchester	1.9	2.4	3.3	2.2	1.5	1.2	1.3	1.0	2.6	4.2	5.3
New Jersey:											
Atlantic City	6.2	6.4	7.5	7.0	5.5	4.7	4.8	5.5	6.1	8.1	8.9
Jersey City	5.9	6.3	7.3	5.7	4.6	4.2	3.7	3.2	4.0	4.7	5.2
Newark	3.7	4.1	4.6	3.6	2.8	2.7	2.8	2.6	3.2	3.9	4.3
New Brunswick-Perth Amboy	3.5	4.2	5.4	3.9	3.1	2.9	3.0	2.6	3.4	4.2	4.7
Paterson-Clifton-Passaic	4.3	4.6	5.4	4.4	3.2	3.1	3.2	3.0	3.7	4.2	4.7
Trenton	2.6	2.7	3.5	2.7	2.3	2.3	2.7	2.4	2.9	3.3	3.9
New Mexico:											
Albuquerque	2.5	2.4	3.0	4.0	2.1	2.2	2.2	2.1	2.8	2.7	2.6
New York:											
Albany-Schenectady-Troy	2.3	2.7	2.8	2.4	1.6	1.6	1.7	1.9	2.2	3.1	3.5
Binghamton	2.4	3.0	5.0	2.9	2.0	1.5	1.5	1.6	2.1	2.5	3.6
Buffalo	2.9	4.7	6.1	3.7	2.0	2.2	2.5	2.7	3.1	3.7	5.0
New York	3.5	4.0	4.3	3.2	2.1	2.4	3.0	3.5	4.0	4.3	4.4
Rochester	1.8	2.6	3.7	2.6	1.3	1.3	1.3	1.4	2.1	1.7	2.4
Syracuse	2.4	3.3	3.8	3.4	1.7	1.8	2.4	1.6	2.3	3.2	3.5
Utica-Rome	3.6	6.0	6.3	4.5	2.6	2.8	3.2	2.9	4.0	5.6	5.5
North Carolina:											
Asheville	.7	1.2	2.4	2.5	1.4	2.2	2.1	1.5	2.1	3.0	3.5
Charlotte	.4	.7	1.2	1.1	.6	.7	1.1	.7	1.0	1.4	1.7
Durham	.5	.9	1.7	1.7	1.4	1.8	1.9	2.0	2.6	3.9	4.5
Greensboro-Winston-Salem-High Point	.6	1.0	1.7	1.4	.8	.8	1.0	1.0	1.5	2.1	2.4
Ohio:											
Akron	1.4	2.0	2.6	1.9	.9	.7	1.1	.9	1.3	2.2	2.8
Canton	1.4	2.5	3.6	2.5	.9	1.3	1.5	1.1	1.6	2.5	4.3
Cincinnati	1.2	2.1	3.0	1.7	1.0	1.2	1.4	1.3	2.1	2.4	2.6
Cleveland	1.1	2.2	2.8	2.0	.7	.8	1.3	1.0	1.5	2.2	3.0
Columbus	1.0	1.3	1.7	1.4	.7	.6	1.0	.9	1.3	1.9	2.1
Dayton	1.3	1.7	3.4	1.8	.6	.8	.7	.7	1.1	1.5	2.2
Hamilton-Middletown	2.3	4.1	5.3	2.7	1.8	2.0	2.3	1.7	2.8	4.0	5.5
Lorain-Elyria	1.4	2.4	3.7	2.6	1.3	1.4	2.9	1.3	1.7	3.0	4.0
Steubenville-Weirton, W. Va.	1.3	1.8	1.9	1.6	1.3	1.7	2.2	1.6	1.6	1.9	4.2
Toledo	1.7	2.4	2.7	2.6	1.0	1.2	1.8	1.5	1.6	2.3	3.2
Youngstown-Warren	1.5	2.9	4.0	3.3	1.0	1.8	2.2	1.7	2.1	2.5	4.6
Oklahoma:											
Oklahoma City	1.7	2.0	2.2	1.5	1.0	1.4	1.6	1.6	1.9	2.3	2.5
Tulsa	1.5	2.0	2.9	2.3	1.2	1.3	1.3	1.3	2.0	2.3	3.2
Oregon:											
Portland	2.9	3.5	4.6	4.2	2.0	2.0	2.2	1.7	2.4	2.1	3.3
Pennsylvania:											
Allentown-Bethlehem-Easton	1.7	2.9	3.5	1.4	1.5	1.4	1.9	1.4	1.9	3.1	4.5
Altoona	3.5	4.9	4.4	2.9	2.4	2.8	3.1	2.6	3.1	4.9	6.1
Erie	2.1	3.0	3.1	2.2	1.6	1.7	2.2	1.6	2.5	3.9	5.3
Harrisburg	1.1	1.8	2.1	1.3	1.1	1.4	1.3	1.2	1.9	2.6	3.6
Johnstown	4.1	5.7	6.6	4.0	3.6	4.3	4.6	3.4	4.6	5.9	8.7
Lancaster	1.0	1.6	2.1	1.1	.9	1.1	.8	.6	1.0	1.9	2.4
Philadelphia	3.0	3.6	2.9	2.6	1.8	1.8	1.9	1.7	2.5	3.8	4.6
Pittsburgh	2.8	3.9	3.9	2.4	1.6	1.9	2.1	1.7	2.4	3.7	5.6
Reading	1.7	2.8	3.0	1.6	1.0	1.2	1.2	1.2	1.9	3.3	4.2
Scranton	4.7	5.1	5.9	4.7	4.0	4.1	3.9	4.2	5.5	7.0	9.2
Wilkes-Barre-Hazleton	4.4	9.1	6.6	4.3	3.9	4.2	4.7	4.9	6.6	7.4	9.3
York	1.5	2.0	2.5	1.4	1.2	1.1	1.3	1.1	1.7	2.7	4.4
Puerto Rico:											
Mayaguez	5.1	9.1	11.3	10.9	10.9	.3	.3	.3	.3	.3	.2
Ponce	8.2	6.6	9.2	6.9	8.0	.4	.3	.3	.4	.4	.3
San Juan	3.0	3.1	9.1	2.5	2.0	.9	.9	.7	.8	.8	.7
Rhode Island:											
Providence-Warwick-Pawtucket	3.9	4.4	5.8	4.7	2.9	2.9	2.8	2.5	3.2	4.3	5.1
South Carolina:											
Charleston	1.8	2.4	3.4	2.2	1.4	1.4	1.6	1.4	1.9	2.1	2.9
Greenville	.6	1.0	2.1	1.6	1.1	1.2	1.6	.9	1.6	2.3	2.2
Tennessee:											
Chattanooga	1.1	1.2	1.6	1.8	1.1	1.4	1.7	1.6	1.7	2.2	3.4
Knoxville	.9	2.3	2.2	1.5	1.5	1.9	2.1	1.8	1.7	2.8	2.8
Memphis	1.0	1.9	1.7	1.5	1.0	1.2	1.4	1.1	1.7	1.9	2.8
Nashville	1.2	1.2	1.7	1.3	.8	1.0	1.3	.9	1.4	2.0	2.1

Footnotes at end of table.

Table D–10. Insured Unemployment Rates Under State, Federal Employee, and Ex-Servicemen's Programs in 150 Major Labor Areas: Annual Averages, 1963–73 [1]—Continued

Major labor area	1973 [p]	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Texas:											
Austin	0.6	0.7	0.6	0.7	0.3	0.3	0.5	0.6	1.3	1.5	1.8
Beaumont-Port Arthur	2.4	3.1	3.1	2.3	2.9	1.8	1.8	1.3	2.5	3.4	3.5
Corpus Christi	2.5	1.6	1.4	1.4	2.2	.9	1.2	1.2	2.1	2.8	3.1
Dallas	.6	.8	1.3	.9	.2	.3	.5	.7	1.3	1.6	1.7
El Paso	1.9	1.8	2.1	2.0	1.3	1.7	1.7	1.9	3.0	4.0	3.9
Fort Worth	1.3	.2	2.8	1.3	.4	.4	.6	.7	1.5	2.0	2.3
Houston	.6	.7	.9	.5	.4	.4	.5	.7	1.2	1.6	2.1
San Antonio	.7	1.0	1.5	1.4	.8	.6	.8	1.0	2.0	2.6	2.9
Utah:											
Salt Lake City	2.4	2.9	4.2	2.5	2.3	2.5	2.7	2.1	3.4	2.8	2.4
Virginia:											
Newport News-Hampton	.9	.9	1.5	2.0	.9	.8	1.0	.9	1.0	1.2	1.3
Norfolk-Virginia Beach-Portsmouth	.7	.9	1.3	1.2	.9	.8	1.2	.9	1.2	1.6	1.8
Richmond	.3	.5	.7	.4	.2	.3	1.2	.2	.4	.6	.7
Roanoke	.4	.6	1.0	.6	.3	.3	.5	.7	.8	1.3	1.4
Washington:											
Seattle	4.9	6.1	9.1	8.4	2.6	1.6	1.7	1.7	3.8	5.4	4.9
Spokane	4.8	5.4	6.5	6.0	3.5	3.5	4.1	3.5	4.5	5.7	6.3
Tacoma	6.4	7.1	8.7	8.4	3.8	2.8	2.8	2.9	4.6	5.8	5.8
West Virginia:											
Charleston	2.2	2.7	2.5	2.4	2.0	1.8	1.5	1.7	2.3	2.9	3.7
Huntington-Ashland	3.2	4.6	4.8	3.7	2.9	4.4	2.8	2.3	3.2	4.2	4.8
Wheeling	2.7	3.7	3.4	2.9	2.9	3.8	3.5	3.1	4.2	4.3	6.1
Wisconsin:											
Kenosha	1.9	3.2	4.2	2.7	2.2	3.2	3.7	4.0	2.6	3.2	1.2
Madison	1.6	2.7	1.9	1.4	.7	.7	.9	.9	1.3	1.5	1.9
Milwaukee	1.4	2.2	2.9	2.2	1.0	1.1	1.2	.9	1.3	2.0	2.4
Racine	1.7	3.1	4.3	3.3	1.5	2.4	2.4	2.3	2.1	2.4	2.3

[p] Preliminary (11-month) average.
[1] Data for 1960-62 were published in the *1971 Manpower Report*.
[2] Less than 0.05 percent.
[3] Not available.

NOTE: Comparability between years for a given area or for the same year among areas is affected by changes or differences in statutory or administrative factors.

SOURCE: State employment security agencies cooperating with the U.S. Department of Labor.

Table D–11. Civilian Labor Force and Unemployment in the 10 Largest States, by Color: Annual Averages, 1967–73 [1]

[Numbers in thousands]

Year, color, and employment status	United States	10 States combined	California	New York	Pennsylvania	Illinois	Texas	Ohio	Michigan	New Jersey	Florida	Massachusetts
1967												
UNEMPLOYMENT RATE												
Total	3.8	4.1	5.8	3.7	3.7	3.2	3.3	3.8	4.1	3.8	4.3	3.0
White	3.4	3.6	5.5	3.5	3.3	2.4	2.9	3.2	3.3	3.3	3.8	2.9
Negro and other races	7.4	8.0	9.4	6.0	8.1	9.0	5.7	9.2	11.0	8.1	6.7	(1)
1968												
TOTAL												
Civilian labor force	78,740	43,550	7,810	7,200	4,610	4,540	4,250	4,140	3,430	2,850	2,410	2,320
Unemployed	2,815	1,590	401	227	155	132	143	142	135	95	91	67
Unemployment rate	3.6	3.6	5.1	3.1	3.4	2.9	3.4	3.4	3.9	3.3	3.8	2.9
White												
Civilian labor force	69,980	39,090	7,030	6,460	4,220	4,070	3,660	3,770	3,070	2,530	2,050	2,240
Unemployed	2,225	1,280	340	195	126	95	108	109	105	71	68	63
Unemployment rate	3.2	3.3	4.8	3.0	3.0	2.3	2.9	2.9	3.4	2.8	3.3	2.8
Negro and other races												
Civilian labor force	8,760	4,460	780	730	390	470	590	370	360	320	360	80
Unemployed	590	307	62	32	28	36	36	34	29	24	22	(1)
Unemployment rate	6.7	6.8	7.9	4.3	7.3	7.7	6.0	9.1	8.2	7.3	6.0	(1)
1969												
TOTAL												
Civilian labor force	80,730	44,770	7,940	7,410	4,740	4,650	4,420	4,270	3,500	2,990	2,530	2,420
Unemployed	2,831	1,610	407	243	152	134	142	147	139	91	87	69
Unemployment rate	3.5	3.6	5.1	3.3	3.2	2.9	3.2	3.4	4.0	3.1	3.4	2.9
White												
Civilian labor force	71,780	40,240	7,180	6,630	4,330	4,180	3,820	3,910	3,130	2,560	2,180	2,330
Unemployed	2,261	1,320	350	204	126	103	104	118	110	71	70	65
Unemployment rate	3.1	3.3	4.9	3.1	2.9	2.5	2.7	3.0	3.5	2.8	3.2	2.8
Negro and other races												
Civilian labor force	8,950	4,540	750	790	410	480	600	360	370	340	350	90
Unemployed	570	289	58	39	27	30	37	29	28	20	16	(1)
Unemployment rate	6.4	6.4	7.6	4.9	6.4	6.4	6.3	7.9	7.6	5.8	4.8	(1)
1970												
TOTAL												
Civilian labor force	82,720	45,860	8,200	7,410	4,830	4,710	4,610	4,390	3,600	2,990	2,660	2,460
Unemployed	4,088	2,346	588	330	215	171	205	231	241	137	115	113
Unemployment rate	4.9	5.1	7.2	4.5	4.5	3.6	4.4	5.3	6.7	4.6	4.3	4.6
White												
Civilian labor force	73,520	41,250	7,450	6,590	4,410	4,220	4,030	4,010	3,220	2,660	2,280	2,380
Unemployed	3,337	1,964	519	284	184	142	161	184	195	109	80	106
Unemployment rate	4.5	4.8	7.0	4.3	4.2	3.4	4.0	4.6	6.1	4.1	3.5	4.4
Negro and other races												
Civilian labor force	9,200	4,630	760	820	420	490	580	380	380	330	390	80
Unemployed	752	381	69	46	31	29	44	48	46	27	34	7
Unemployment rate	8.2	8.2	9.1	5.6	7.3	5.9	7.6	12.7	12.2	8.3	8.9	8.8
1971												
TOTAL												
Civilian labor force	84,110	46,530	8,370	7,560	4,830	4,750	4,720	4,430	3,620	3,020	2,760	2,470
Unemployed	4,993	3,003	735	495	261	244	234	287	276	172	135	164
Unemployment rate	5.9	6.5	8.8	6.6	5.4	5.1	5.0	6.5	7.6	5.7	4.9	6.6
White												
Civilian labor force	74,790	41,840	7,560	6,670	4,430	4,250	4,190	4,040	3,240	2,710	2,360	2,390
Unemployed	4,074	2,510	634	425	226	192	183	227	224	143	103	153
Unemployment rate	5.4	6.0	8.4	6.4	5.1	4.5	4.4	5.6	6.9	5.3	4.4	6.4
Negro and other races												
Civilian labor force	9,320	4,680	810	890	400	500	530	390	370	310	400	90
Unemployed	919	493	101	71	35	51	51	60	52	29	32	11
Unemployment rate	9.9	10.5	12.5	7.9	8.8	10.2	9.7	15.2	13.9	9.6	7.9	13.0

Footnotes at end of table.

Table D–11. Civilian Labor Force and Unemployment in the 10 Largest States, by Color: Annual Averages, 1967–73[1]—Continued

Year, color, and employment status	United States	10 States combined	California	New York	Pennsylvania	Illinois	Texas	Ohio	Michigan	New Jersey	Florida	Massachusetts
1972												
TOTAL												
Civilian labor force	86, 540	47, 410	8, 580	7, 510	4, 910	4, 870	4, 870	4, 540	3, 740	3, 130	2, 800	2, 490
Unemployed	4, 840	2, 887	651	502	267	250	220	252	262	180	142	161
Unemployment rate	5. 6	6. 1	7. 6	6. 7	5. 4	5. 1	4. 5	5. 6	7. 0	5. 8	5. 1	6. 5
White												
Civilian labor force	76, 960	42, 530	7, 690	6, 620	4, 540	4, 320	4, 290	4, 120	3, 360	2, 810	2, 400	2, 410
Unemployed	3, 884	2, 367	538	431	232	189	169	195	205	147	110	151
Unemployment rate	5. 0	5. 6	7. 0	6. 5	5. 1	4. 4	3. 9	4. 7	6. 1	5. 2	4. 6	6. 3
Negro and other races												
Civilian labor force	9, 580	5, 030	890	890	370	550	580	420	380	320	400	80
Unemployed	956	518	113	71	35	60	50	57	56	34	32	10
Unemployment rate	10. 0	10. 3	12. 7	8. 0	9. 4	11. 0	8. 6	13. 5	14. 9	10. 6	8. 0	13. 0
1973												
TOTAL												
Civilian labor force	88, 710	48, 350	8, 790	7, 440	5, 010	4, 900	4, 950	4, 620	3, 801	3, 190	3, 070	2, 570
Unemployed	4, 304	2, 553	613	405	242	202	193	197	221	178	131	171
Unemployment rate	4. 9	5. 3	7. 0	5. 4	4. 8	4. 1	3. 9	4. 3	5. 8	5. 6	4. 3	6. 7
White												
Civilian labor force	78, 690	43, 120	7, 780	6, 550	4, 610	4, 320	4, 360	4, 200	3, 390	2, 850	2, 570	2, 500
Unemployed	3, 411	2, 067	507	340	203	146	144	159	162	148	93	165
Unemployment rate	4. 3	4. 8	6. 5	5. 2	4. 4	3. 4	3. 3	3. 8	4. 8	5. 2	3. 6	6. 6
Negro and other races												
Civilian labor force	10, 030	5, 220	1, 010	890	400	580	600	420	410	350	510	70
Unemployed	894	485	106	65	39	56	49	38	58	30	38	6
Unemployment rate	8. 9	9. 3	10. 5	7. 3	9. 8	9. 6	8. 3	9. 2	14. 2	8. 6	7. 5	9. 6

[1] Data for the civilian labor force are rounded to the nearest 10,000. Unemployment levels and rates are not shown separately where the unemployment estimate is less than 5,000. Individual items are rounded independently and therefore may not add to totals.

NOTE: Levels for 1968-69 have been adjusted to independent population estimates based on the 1970 decennial census.

SOURCE: Based on the Current Population Survey, a national sample survey of households conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. (The CPS is also the source of the data shown in sections A and B of this report.) These data differ for a number of reasons from the estimates prepared by the Manpower Administration's affiliated State employment security agencies and published in preceding tables in this section. Variations occur because of differences in definition and coverage, sources of information, methods of collection, and estimating procedures. Sampling variability and response errors are additional reasons for discrepancies.

Table D–12. Unemployment Rates in the Largest SMSA's and Their Central Cities: Annual Averages, 1967–73

Area	1973	1972	1971	1970	1969	1968	1967
New York:							
SMSA	5.9	6.4	6.2	4.4	3.2	3.0	3.7
Central city	6.0	7.0	6.7	4.8	3.6	3.1	4.1
Los Angeles-Long Beach:							
SMSA	6.6	7.6	9.3	7.2	4.8	4.7	5.6
Central city	6.4	8.5	10.3	8.4	5.4	5.4	6.6
Chicago:							
SMSA	4.2	5.1	4.9	3.6	3.0	3.0	3.3
Central city	5.0	6.3	5.5	4.0	3.4	3.8	4.3
Philadelphia:							
SMSA	5.6	5.4	5.4	4.3	2.9	3.2	3.7
Central city	6.8	6.2	5.5	5.3	3.6	3.9	4.4
Detroit:							
SMSA	6.3	7.7	8.4	7.0	4.1	3.8	4.5
Central city	9.2	10.9	10.0	8.2	5.5	5.1	5.2
San Francisco-Oakland:							
SMSA	7.6	8.1	8.7	6.7	4.5	4.8	5.4
Central city	10.6	9.0	10.9	7.3	4.8	6.2	6.3
Boston: SMSA	6.9	6.6	5.7	3.9	2.8	2.5	2.9
Washington, D.C.:							
SMSA	4.2	4.8	[illegible]	3.2	2.6	2.7	2.3
Central city	6.3	7.4	[illegible]	4.9	3.0	3.8	2.1
Pittsburgh: SMSA	5.7	6.8	6.3	5.2	4.1	4.4	4.8
St. Louis:							
SMSA	5.6	5.8	6.6	4.6	3.5	3.1	4.4
Central city	5.7	6.8	7.3	6.5	4.9	4.9	6.6
Newark: SMSA	5.2	5.9	5.5	4.3	2.7	4.1	4.5
Cleveland:							
SMSA	4.2	5.8	7.1	4.7	3.1	3.5	3.8
Central city	7.2	10.0	11.8	8.4	5.1	5.4	5.8
Baltimore:							
SMSA	3.1	4.8	6.1	4.0	3.5	3.4	3.7
Central city	3.9	5.3	7.9	4.7	4.5	5.0	5.5
Minneapolis-St. Paul:							
SMSA	4.5	5.0	5.3	5.2	2.3	2.4	2.2
Central city	5.1	6.1	6.2	6.7	2.4	3.1	2.6
Houston:							
SMSA	4.4	4.8	5.0	4.0	3.2	3.3	3.3
Central city	4.1	5.0	5.3	3.8	3.3	3.4	3.7
Dallas:							
SMSA	2.5	3.4	4.0	3.8	2.2	2.3	2.5
Central city	2.4	4.0	4.9	3.9	2.5	2.6	2.5
Buffalo: SMSA	7.2	10.2	8.4	4.7	3.7	4.0	4.2
Milwaukee:							
SMSA	3.6	3.8	4.6	4.6	2.3	2.9	3.0
Central city	6.0	5.4	6.0	5.0	2.2	3.7	4.0
Cincinnati: SMSA	5.1	5.7	6.1	4.3	2.7	2.9	2.8

SOURCE: See source, table D-11. In addition to the reasons cited therein concerning differences from the estimates prepared by the State employment security agencies, these data are based on 1960 definitions of the areas.

Table D–13. Civilian Labor Force and Unemployment in the Largest SMSA's and Their Central Cities, by Color, and Selected Data for Age and Sex: Annual Averages, 1968, 1972–73 [1]

[Numbers in thousands]

Year, area, and employment status		Standard metropolitan statistical area						Central city		
		Total	White	Negro and other races	Male, 20 years and over	Female, 20 years and over	Both sexes, 16 to 19 years	Total	White	Negro and other races
1968										
New York:	Civilian labor force	4,680	4,040	640	2,760	1,650	270	3,330	2,760	580
	Unemployed	141	116	25	66	46	30	104	81	22
	Unemployment rate	3.0	2.9	3.9	2.4	2.8	11.1	3.1	2.9	4.0
Los Angeles-Long Beach:	Civilian labor force	3,400	3,020	380	2,020	1,130	250	1,320	1,060	260
	Unemployed	159	127	33	63	61	36	71	49	22
	Unemployment rate	4.7	4.2	8.5	3.1	5.4	14.3	5.4	4.6	8.6
Chicago:	Civilian labor force	2,870	2,470	400	1,670	950	250	1,460	1,100	360
	Unemployed	87	56	30	28	29	31	56	30	27
	Unemployment rate	3.0	2.3	7.6	1.7	3.0	12.7	3.8	2.7	7.4
Philadelphia:	Civilian labor force	1,920	1,560	350	1,130	640	150	820	560	260
	Unemployed	62	40	21	20	23	19	32	17	16
	Unemployment rate	3.2	2.6	6.0	1.8	3.6	12.6	3.9	2.9	6.1
Detroit:	Civilian labor force	1,590	1,310	270	950	480	160	630	410	220
	Unemployed	60	40	21	20	19	21	32	16	16
	Unemployment rate	3.8	3.0	7.5	2.1	3.9	13.6	5.1	3.9	7.3
San Francisco-Oakland:	Civilian labor force	1,410	1,200	210	830	490	90	470	330	140
	Unemployed	67	52	17	28	22	18	29	19	9
	Unemployment rate	4.8	4.3	7.9	3.4	4.4	19.6	6.2	6.0	6.6
Boston:	Civilian labor force	1,100	1,060	50	...	...	...	...	...	...
	Unemployed	27	26	(2)	...	...	...	...	...	...
	Unemployment rate	2.5	2.4	(2)	...	...	...	...	...	...
Washington, D.C.:	Civilian labor force	1,100	810	290	...	...	...	360	100	250
	Unemployed	29	16	12	...	...	...	13	(2)	11
	Unemployment rate	2.7	2.0	4.4	...	...	...	3.8	(2)	4.5
Pittsburgh:	Civilian labor force	900	840	70	...	...	...	...	...	...
	Unemployed	39	32	8	...	...	...	...	...	...
	Unemployment rate	4.4	3.8	11.9	...	...	...	...	...	...
St. Louis:	Civilian labor force	910	770	140	...	...	...	270	150	110
	Unemployed	29	19	9	...	...	...	13	5	8
	Unemployment rate	3.1	2.5	6.9	...	...	...	4.9	3.4	7.0
Newark:	Civilian labor force	750	610	140	...	...	...	...	...	...
	Unemployed	31	18	13	...	...	...	...	...	...
	Unemployment rate	4.1	2.9	9.1	...	...	...	...	...	...
Cleveland:	Civilian labor force	740	630	110	...	...	...	250	160	90
	Unemployed	26	17	9	...	...	...	14	5	8
	Unemployment rate	3.5	2.7	8.3	...	...	...	5.4	3.3	9.2
Baltimore:	Civilian labor force	770	570	200	...	...	...	380	200	170
	Unemployed	26	13	12	...	...	...	18	7	11
	Unemployment rate	3.4	2.4	6.1	...	...	...	5.0	3.7	6.5
Minneapolis-St. Paul:	Civilian labor force	740	(2)	(2)	...	...	...	340	(2)	(2)
	Unemployed	18	(2)	(2)	...	...	...	11	(2)	(2)
	Unemployment rate	2.4	(2)	(2)	...	...	...	3.1	(2)	(2)
Houston:	Civilian labor force	700	550	150	...	...	...	520	380	150
	Unemployed	23	14	8	...	...	...	18	9	8
	Unemployment rate	3.3	2.6	5.7	...	...	...	3.4	2.5	5.8
Dallas:	Civilian labor force	630	550	80	...	...	...	380	310	70
	Unemployed	14	11	(2)	...	...	...	10	7	(2)
	Unemployment rate	2.3	2.1	(2)	...	...	...	2.6	2.4	(2)
Buffalo:	Civilian labor force	550	510	(2)	...	...	...	...	...	...
	Unemployed	22	19	(2)	...	...	...	...	...	...
	Unemployment rate	4.0	3.7	(2)	...	...	...	...	...	...
Milwaukee:	Civilian labor force	530	490	(2)	...	...	...	300	280	(2)
	Unemployed	16	12	(2)	...	...	...	11	8	(2)
	Unemployment rate	2.9	2.4	(2)	...	...	...	3.7	2.9	(2)
Cincinnati:	Civilian labor force	440	390	50	...	...	...	...	...	...
	Unemployed	13	10	(2)	...	...	...	...	...	...
	Unemployment rate	2.9	2.6	(2)	...	...	...	...	...	...

Footnotes at end of table.

Table D–13. Civilian Labor Force and Unemployment in the Largest SMSA's and Their Central Cities, by Color, and Selected Data for Age and Sex: Annual Averages: 1968, 1972–73 [1]—Continued

Year, area, and employment status		Standard metropolitan statistical area						Central city		
		Total	White	Negro and other races	Male, 20 years and over	Female, 20 years and over	Both sexes, 16 to 19 years	Total	White	Negro and other races
	1972									
New York:	Civilian labor force	4,700	3,940	760	2,770	1,650	280	3,220	2,540	670
	Unemployed	299	242	58	144	99	56	224	173	52
	Unemployment rate	6.4	6.1	7.6	5.2	6.0	20.0	7.0	6.8	7.6
Los Angeles-Long Beach:	Civilian labor force	3,730	3,260	470	2,110	1,300	310	1,580	1,260	330
	Unemployed	282	220	61	128	92	62	134	90	45
	Unemployment rate	7.6	6.8	13.1	6.1	7.1	20.0	8.5	7.1	13.6
Chicago:	Civilian labor force	3,100	2,650	450	1,730	1,070	300	1,450	1,040	410
	Unemployed	158	113	46	64	48	46	92	52	40
	Unemployment rate	5.1	4.3	10.1	3.7	4.5	15.3	6.3	5.0	9.8
Philadelphia:	Civilian labor force	2,020	1,660	360	1,160	690	170	780	520	260
	Unemployed	110	79	31	44	35	31	49	27	21
	Unemployment rate	5.4	4.8	8.6	3.8	5.0	18.2	6.2	5.3	8.1
Detroit:	Civilian labor force	1,730	1,450	280	1,000	540	190	570	340	240
	Unemployed	134	90	44	50	37	47	63	26	37
	Unemployment rate	7.7	6.2	15.4	5.0	6.9	24.7	10.9	7.7	15.4
San Francisco-Oakland:	Civilian labor force	1,490	1,250	240	830	550	110	490	320	170
	Unemployed	121	89	32	55	41	25	44	24	20
	Unemployment rate	8.1	7.1	13.2	6.6	7.5	22.7	9.0	7.3	12.1
Boston:	Civilian labor force	1,150	1,100	(2)	640	400	120	220	180	(2)
	Unemployed	76	71	(2)	32	30	17	18	15	(2)
	Unemployment rate	6.6	6.4	(2)	5.0	7.6	15.0	8.3	8.4	(2)
Washington, D.C.:	Civilian labor force	1,240	900	320	640	470	130	350	90	260
	Unemployed	59	34	25	17	20	22	26	(2)	22
	Unemployment rate	4.8	3.8	7.6	2.7	4.3	16.9	7.4	(2)	8.4
Pittsburgh:	Civilian labor force	920	880	(2)	570	270	80	(2)	(2)	(2)
	Unemployed	63	54	(2)	27	19	16	(2)	(2)	(2)
	Unemployment rate	6.8	6.2	(2)	4.7	7.1	19.2	(2)	(2)	(2)
St. Louis:	Civilian labor force	970	830	140	530	360	80	240	140	90
	Unemployed	56	44	12	21	20	14	16	10	6
	Unemployment rate	5.8	5.3	8.6	4.0	5.6	16.7	6.8	6.9	6.7
Newark:	Civilian labor force	820	710	120	470	290	60	(2)	(2)	(2)
	Unemployed	49	39	10	23	14	11	(2)	(2)	(2)
	Unemployment rate	5.9	5.5	8.7	4.9	4.9	18.5	(2)	(2)	(2)
Cleveland:	Civilian labor force	800	660	150	460	280	70	250	140	110
	Unemployed	46	24	22	21	14	11	25	7	18
	Unemployment rate	5.8	3.7	14.9	4.6	5.1	15.7	10.0	5.0	16.4
Baltimore:	Civilian labor force	850	620	230	480	290	80	370	180	190
	Unemployed	41	25	16	15	14	12	20	7	13
	Unemployment rate	4.8	4.0	7.1	3.1	4.8	15.8	5.3	3.7	6.8
Minneapolis-St. Paul:	Civilian labor force	850	830	(2)	460	290	100	340	320	(2)
	Unemployed	42	41	(2)	20	12	10	21	20	(2)
	Unemployment rate	5.0	4.9	(2)	4.3	4.1	10.0	6.1	6.2	(2)
Houston:	Civilian labor force	820	640	180	470	280	80	580	410	160
	Unemployed	40	24	16	12	15	13	29	14	15
	Unemployment rate	4.8	3.7	9.0	2.6	5.8	16.9	5.0	3.4	9.1
Dallas:	Civilian labor force	730	650	80	400	270	60	400	330	70
	Unemployed	25	20	5	10	8	7	16	12	(2)
	Unemployment rate	3.4	3.1	5.7	2.5	3.0	12.8	4.0	3.6	(2)
Buffalo:	Civilian labor force	560	530	(2)	310	190	60	(2)	(2)	(2)
	Unemployed	57	54	(2)	24	14	18	(2)	(2)	(2)
	Unemployment rate	10.2	10.2	(2)	7.7	7.4	32.5	(2)	(2)	(2)
Milwaukee:	Civilian labor force	550	520	(2)	310	190	60	290	250	(2)
	Unemployed	21	16	(2)	9	5	6	16	11	(2)
	Unemployment rate	3.8	3.2	(2)	2.9	2.7	11.3	5.4	4.6	(2)
Cincinnati:	Civilian labor force	460	410	60	260	150	70	(2)	(2)	(2)
	Unemployed	26	17	9	7	7	10	(2)	(2)	(2)
	Unemployment rate	5.7	4.3	16.0	2.7	4.6	20.1	(2)	(2)	(2)

Footnotes at end of table.

Table D-13. Civilian Labor Force and Unemployment in the Largest SMSA's and Their Central Cities, by Color, and Selected Data for Age and Sex: Annual Averages, 1968, 1972–73 [1]—Continued

Year, area, and employment status		Standard metropolitan statistical area						Central city		
		Total	White	Negro and other races	Male, 20 years and over	Female, 20 years and over	Both sexes, 16 to 19 years	Total	White	Negro and other races
	1973 [3]									
New York:	Civilian labor force	3,640	2,900	740	2,110	1,340	200	3,180	2,480	700
	Unemployed	215	162	53	103	70	42	191	141	50
	Unemployment rate	5.9	5.6	7.1	4.9	5.2	21.0	6.0	5.7	7.2
Los Angeles-Long Beach:	Civilian labor force	3,090	2,610	490	1,700	1,130	260	1,410	1,090	320
	Unemployed	202	153	49	85	71	46	90	60	30
	Unemployment rate	6.5	5.9	10.1	5.0	6.3	17.8	6.4	5.5	9.4
Chicago:	Civilian labor force	3,120	2,640	480	1,740	1,070	300	1,340	930	410
	Unemployed	130	89	41	47	40	43	66	30	36
	Unemployment rate	4.2	3.4	8.6	2.7	3.7	14.2	4.9	3.3	8.7
Philadelphia:	Civilian labor force	2,060	1,700	360	1,170	710	190	760	500	260
	Unemployed	116	79	36	48	36	32	52	26	26
	Unemployment rate	5.6	4.7	10.2	4.1	5.1	17.3	6.8	5.1	10.0
Detroit:	Civilian labor force	1,740	1,450	300	1,000	540	200	550	300	250
	Unemployed	116	70	40	41	30	39	50	20	30
	Unemployment rate	6.3	4.9	13.4	4.1	5.5	19.4	9.1	6.6	12.1
San Francisco-Oakland:	Civilian labor force	1,370	1,150	230	760	510	100	470	290	160
	Unemployed	104	76	28	47	36	21	49	25	23
	Unemployment rate	7.6	6.6	12.6	6.2	7.0	21.8	10.6	8.6	14.1
Boston:	Civilian labor force	1,220	1,180	(2)	650	420	140	230	200	(2)
	Unemployed	83	81	(2)	38	23	23	21	18	(2)
	Unemployment rate	6.8	6.9	(2)	5.8	5.5	15.7	9.2	9.4	(2)
Washington, D.C.:	Civilian labor force	1,370	1,040	340	720	530	130	350	(2)	250
	Unemployed	58	34	25	16	24	19	22	(2)	19
	Unemployment rate	4.2	3.2	7.3	2.2	4.5	14.8	6.3	(2)	7.5
Pittsburgh:	Civilian labor force	930	890	(2)	570	280	60	(2)	(2)	(2)
	Unemployed	53	46	(2)	22	15	15	(2)	(2)	(2)
	Unemployment rate	5.7	5.2	(2)	3.9	5.4	18.3	(2)	(2)	(2)
St. Louis:	Civilian labor force	990	840	150	550	360	90	230	130	100
	Unemployed	55	41	14	19	20	15	13	6	7
	Unemployment rate	5.6	4.9	9.5	3.4	5.6	17.8	5.6	4.7	6.8
Newark:	Civilian labor force	810	670	130	460	280	60	(2)	(2)	(2)
	Unemployed	42	32	10	17	15	10	(2)	(2)	(2)
	Unemployment rate	5.2	4.8	7.6	3.7	5.3	16.1	(2)	(2)	(2)
Cleveland:	Civilian labor force	860	730	130	190	290	80	250	160	100
	Unemployed	36	24	12	14	11	12	18	7	11
	Unemployment rate	4.2	3.4	9.1	2.9	3.7	16.0	7.1	4.6	11.1
Baltimore:	Civilian labor force	870	660	210	500	300	70	340	170	170
	Unemployed	27	18	9	10	8	8	13	5	8
	Unemployment rate	3.1	2.7	4.5	2.0	2.7	11.4	3.8	3.1	4.5
Minneapolis-St. Paul:	Civilian labor force	870	850	(2)	460	310	100	350	330	(2)
	Unemployed	39	38	(2)	15	14	11	18	17	(2)
	Unemployment rate	4.5	4.5	(2)	3.3	4.5	11.4	5.2	5.1	(2)
Houston:	Civilian labor force	970	800	170	560	320	90	600	460	150
	Unemployed	43	30	13	11	17	16	25	14	10
	Unemployment rate	4.4	3.8	7.4	2.0	5.3	16.9	4.0	3.1	6.9
Dallas:	Civilian labor force	760	650	100	410	280	70	400	320	80
	Unemployed	19	14	5	5	7	6	10	5	(2)
	Unemployment rate	2.5	2.1	5.1	1.2	2.5	8.9	2.4	1.6	(2)
Buffalo:	Civilian labor force	540	500	(2)	310	190	50	(2)	(2)	(2)
	Unemployed	39	35	(2)	17	10	12	(2)	(2)	(2)
	Unemployment rate	7.2	7.0	(2)	5.6	5.4	22.9	(2)	(2)	(2)
Milwaukee:	Civilian labor force	640	590	50	350	230	70	300	250	50
	Unemployed	23	15	7	7	9	7	18	11	7
	Unemployment rate	3.5	2.6	13.7	2.0	3.9	10.0	5.9	4.3	13.7
Cincinnati:	Civilian labor force	570	500	70	320	190	70	(2)	(2)	(2)
	Unemployed	29	20	9	10	9	11	(2)	(2)	(2)
	Unemployment rate	5.1	3.9	13.4	3.2	4.8	16.5	(2)	(2)	(2)

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[1] Data for 1969-71 were published in the *1972 Manpower Report*.

[2] Data are not shown where the labor force is less than 50,000. Unemployment levels and rates are not shown separately where the unemployment estimate is less than 5,000. Central city data are shown only when the civilian labor force exceeds 200,000.

[3] Unlike the data for previous years, the 1973 data reflect the SMSA's and central city boundaries in effect as of January 1973.

NOTE: See note, table D-11.

SOURCE: See source, table D-11. In addition to the reasons cited therein concerning differences from the estimates prepared by the State employment security agencies, the data for 1968 and 1972 are based on 1960 definitions of the areas.

Table E–1. Total Population, 1950 to 1970, and Revised Projections by Selected Fertility Assumptions and Age, 1980 and 1990 [1]

[Numbers in thousands]

Age	Actual			Projected		Number change				Percent change			
	1950	1960	1970	1980	1990	1950-60	1960-70	1970-80	1980-90	1950-60	1960-70	1970-80	1980-90
	Series E—Intermediate-low fertility projections [2]												
Total	152,271	180,684	204,879	224,132	246,630	28,413	24,195	19,253	22,507	18.7	13.4	9.4	10.0
Under 16 years	43,131	58,868	61,894	56,795	63,560	15,737	3,026	−5,099	6,765	36.5	5.1	−8.2	11.9
Under 5 years	16,410	20,364	17,167	18,566	20,531	3,954	−3,197	1,399	1,965	24.1	−15.1	8.1	10.6
5 to 15 years	26,721	38,504	44,727	38,229	43,029	11,783	6,223	−6,498	4,800	44.1	16.2	−14.5	12.6
16 years and over	109,141	121,814	142,982	167,339	183,080	12,673	21,168	24,357	15,741	11.6	17.4	17.0	9.4
16 to 19 years	8,542	10,698	15,262	16,396	13,822	2,156	4,564	1,134	−2,574	25.2	42.7	7.4	−15.7
20 to 24 years	11,680	11,116	17,192	21,067	17,823	−564	6,076	3,875	−3,244	−4.8	54.7	22.5	−15.4
25 to 34 years	24,036	22,911	25,257	36,962	41,791	−1,125	2,346	11,705	4,829	−4.7	10.2	46.3	13.1
35 to 44 years	21,637	24,223	23,156	25,370	36,902	2,586	−1,067	2,214	11,532	12.0	−4.4	9.6	45.5
45 to 54 years	17,453	20,581	23,287	22,406	24,617	3,128	2,706	−881	2,211	17.9	13.1	−3.8	9.9
55 to 64 years	13,396	15,627	18,651	21,083	20,357	2,231	3,024	2,432	−726	16.7	19.4	13.0	−3.4
65 years and over	12,397	16,658	20,177	24,051	27,768	4,261	3,519	3,874	3,717	34.4	21.1	19.2	15.5
	Series C—High fertility projections [2]												
Total	....	....	204,879	230,955	266,238	....	....	26,076	35,283	....	....	12.7	15.3
Under 5 years	....	....	17,167	23,449	27,149	....	....	6,282	3,700	....	....	36.6	15.8
5 to 15 years	....	....	44,727	40,167	54,848	....	....	−4,560	14,681	....	....	−10.2	36.5
16 years and over	....	....	142,982	167,339	184,241	....	....	24,357	16,902	....	....	17.0	10.1
	Series D—Intermediate-high fertility projections [2]												
Total	....	....	204,879	228,676	258,692	....	....	23,797	30,016	....	....	11.6	13.1
Under 5 years	....	....	17,167	21,716	24,368	....	....	4,549	2,652	....	....	26.5	12.2
5 to 15 years	....	....	44,727	39,623	50,400	....	....	−5,104	10,777	....	....	−11.4	27.2
16 years and over	....	....	142,982	167,335	183,925	....	....	24,353	16,590	....	....	17.0	9.9
	Series F—Low fertility projections [2]												
Total	....	....	204,879	221,848	239,084	....	....	16,969	17,236	....	....	8.3	7.8
Under 5 years	....	....	17,167	16,824	17,752	....	....	−343	928	....	....	−2.0	5.5
5 to 15 years	....	....	44,727	37,685	38,568	....	....	−7,042	883	....	....	−15.7	2.3
16 years and over	....	....	142,982	167,339	182,764	....	....	24,357	15,425	....	....	17.0	9.2

[1] Data relate to July 1 and include the Armed Forces abroad, Alaska, and Hawaii.

[2] Series E fertility projections assume 2.1 children per woman during lifetime for women beginning their childbearing after July 1, 1971; Series C, 2.8; Series D, 2.5; Series F, 1.8. For further details, see Source, No. 493. Series E was selected by the Bureau of Labor Statistics as the basis for its latest labor force projections (published in BLS Special Labor Force Report No. 156).

SOURCE: Department of Commerce, Bureau of the Census, Current Population Reports, Series P-25: for 1950 data, No. 311; for 1960, No. 314; for 1970, No. 490; and for 1980 and 1990, No. 493.

Table E–2. Total Population, Total Labor Force, and Labor Force Participation Rates, by Sex and Age, 1960 to 1990

[Numbers in thousands]

Sex and age	Total population, July 1					Total labor force, annual averages					Labor force participation rates, annual averages (percent of population in labor force)				
	Actual		Projected			Actual		Projected			Actual		Projected		
	1960	1970	1980	1985	1990	1960	1970	1980	1985	1990	1960	1970	1980	1985	1990
BOTH SEXES															
16 years and over	121,817	142,366	167,339	175,722	183,079	72,104	85,903	101,809	107,716	112,576	59.2	60.3	60.8	61.3	61.5
MALE															
16 years and over	59,420	68,641	80,261	84,285	87,911	48,933	54,343	62,590	66,017	68,907	82.4	79.2	78.0	78.3	78.4
16 to 19 years	5,398	7,619	8,339	7,141	7,045	3,162	4,395	4,668	3,962	3,901	58.6	57.5	56.0	55.5	55.4
20 to 24 years	5,553	8,668	10,666	10,305	9,021	4,939	7,378	8,852	8,496	7,404	88.9	85.1	83.0	82.4	82.1
25 to 34 years	11,347	12,601	18,521	20,540	21,040	10,940	11,974	17,523	19,400	19,853	96.4	95.0	94.6	94.4	94.4
35 to 44 years	11,878	11,303	12,468	15,409	18,378	11,454	10,818	11,851	14,617	17,398	96.4	95.7	95.1	94.9	94.7
45 to 54 years	10,148	11,283	10,781	10,630	11,922	9,568	10,487	9,908	9,744	10,909	94.3	92.9	91.9	91.7	91.5
55 to 64 years	7,564	8,742	9,776	9,874	9,424	6,445	7,127	7,730	7,716	7,307	85.2	81.5	79.1	78.1	77.5
55 to 59 years	4,144	4,794	5,263	5,129	4,787	3,727	4,221	4,558	4,421	4,112	89.9	88.0	86.6	86.2	85.9
60 to 64 years	3,420	3,948	4,513	4,745	4,637	2,718	2,906	3,172	3,295	3,195	79.5	73.6	70.3	69.4	68.9
65 years and over	7,530	8,395	9,710	10,386	11,081	2,425	2,164	2,058	2,082	2,135	32.2	25.8	21.2	20.0	19.3
65 to 69 years	2,941	3,139	3,633	3,852	4,065	1,348	1,278	1,289	1,322	1,365	45.8	40.7	35.5	34.3	33.6
70 years and over	4,590	5,256	6,077	6,534	7,016	1,077	886	769	760	770	23.5	16.9	12.7	11.6	11.0
FEMALE															
16 years and over	62,397	73,725	87,078	91,437	95,168	23,171	31,560	39,219	41,699	43,669	37.1	42.8	45.0	45.6	45.9
16 to 19 years	5,275	7,432	8,057	6,910	6,777	2,061	3,250	3,669	3,203	3,188	39.1	43.7	45.5	46.4	47.0
20 to 24 years	5,547	8,508	10,401	10,049	8,801	2,558	4,893	6,592	6,523	5,826	46.1	57.5	63.4	64.9	66.2
25 to 34 years	11,605	12,743	18,442	20,301	20,750	4,159	5,704	9,256	10,339	10,678	35.8	44.8	50.2	50.9	51.5
35 to 44 years	12,348	11,741	12,903	15,741	18,524	5,325	5,971	6,869	8,560	10,219	43.1	50.9	53.2	54.4	55.2
45 to 54 years	10,438	12,106	11,625	11,407	12,695	5,150	6,533	6,537	6,542	7,364	49.3	54.0	56.2	57.4	58.0
55 to 64 years	8,070	9,763	11,307	11,492	10,934	2,964	4,153	5,057	5,213	5,003	36.7	42.5	44.7	45.4	45.8
55 to 59 years	4,321	5,257	5,966	5,804	5,396	1,803	2,547	3,055	3,033	2,853	41.7	48.4	51.2	52.3	52.9
60 to 64 years	3,749	4,506	5,341	5,688	5,538	1,161	1,606	2,002	2,180	2,150	31.0	35.6	37.5	38.3	38.8
65 years and over	9,115	11,433	14,343	15,537	16,687	954	1,056	1,239	1,319	1,391	10.5	9.2	8.6	8.5	8.3
65 to 69 years	3,347	3,780	4,595	4,942	5,267	579	644	758	814	864	17.0	16.4	16.5	16.5	16.4
70 years and over	5,768	7,653	9,748	10,595	11,420	375	412	481	505	527	5.4	5.0	4.9	4.8	4.6

SOURCE: Population data from the Department of Commerce, Bureau of the Census, Current Population Reports, Series P-25: for 1960, No. 241; for 1970, estimates from the Current Population Survey; for 1980 to 1990, No. 493, Series E. All other data from the Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 156.

Table E–3. Changes in the Total Labor Force, by Sex and Age, 1960 to 1990

[Numbers in thousands]

Sex and age	Actual		Projected		Number change			Percent change		
	1960	1970	1980	1990	1960–70	1970–80	1980–90	1960–70	1970–80	1980–90
BOTH SEXES										
16 years and over	72,104	85,903	101,809	112,576	13,799	15,906	10,767	19.1	18.5	10.6
16 to 24 years	12,720	19,915	23,781	20,319	7,195	3,866	−3,462	56.6	19.4	−14.6
25 to 44 years	31,878	34,466	45,499	58,148	2,588	11,033	12,649	8.1	32.0	27.8
25 to 34 years	15,099	17,678	26,779	30,531	2,579	9,101	3,752	17.1	51.5	14.0
35 to 44 years	16,779	16,788	18,720	27,617	9	1,932	8,897	.1	11.5	47.5
45 years and over	27,506	31,521	32,529	34,109	4,015	1,008	1,580	14.6	3.2	4.9
45 to 64 years	24,127	28,301	29,232	30,583	4,174	931	1,351	17.3	3.3	4.6
65 years and over	3,379	3,220	3,297	3,526	−159	77	229	−4.7	2.4	6.9
MALE										
16 years and over	48,933	54,343	62,590	68,907	5,410	8,247	6,317	11.1	15.2	10.1
16 to 24 years	8,101	11,773	13,520	11,305	3,672	1,747	−2,215	45.3	14.8	−16.4
25 to 44 years	22,394	22,792	29,374	37,251	398	6,582	7,877	1.8	28.9	26.8
25 to 34 years	10,940	11,974	17,523	19,853	1,034	5,549	2,330	9.5	46.3	13.3
35 to 44 years	11,454	10,818	11,851	17,398	−636	1,033	5,547	−5.6	9.5	46.8
45 years and over	18,438	19,778	19,696	20,351	1,340	−82	655	7.3	−.4	3.3
45 to 64 years	16,013	17,614	17,638	18,216	1,601	24	578	10.0	.1	3.3
65 years and over	2,425	2,164	2,058	2,135	−261	−106	77	−10.8	−4.9	3.7
FEMALE										
16 years and over	23,171	31,560	39,219	43,669	8,389	7,659	4,450	36.2	24.3	11.3
16 to 24 years	4,619	8,143	10,261	9,014	2,524	2,118	−1,247	76.3	26.0	−12.2
25 to 44 years	9,484	11,675	16,125	20,897	2,191	4,450	4,772	23.1	38.1	29.6
25 to 34 years	4,159	5,704	9,256	10,678	1,545	3,552	1,422	37.1	62.3	15.4
35 to 44 years	5,325	5,971	6,869	10,219	646	898	3,350	12.1	15.0	48.8
45 years and over	9,068	11,742	12,833	13,758	2,674	1,091	925	29.5	9.3	7.2
45 to 64 years	8,114	10,686	11,594	12,367	2,572	908	773	31.7	8.5	6.7
65 years and over	954	1,056	1,239	1,391	102	183	152	10.7	17.3	12.3

SOURCE: See source, table E-2.

Table E–4. Total Population, Total Labor Force, and Labor Force Participation Rates, by Color, Sex, and Age, 1960 to 1985

[Numbers in thousands]

Color, sex, and age	Total population, July 1					Total labor force, annual averages					Labor force participation rates, annual averages (percent)				
	Actual		Projected			Actual		Projected			Actual		Projected		
	1960	1970	1975	1980	1985	1960	1970	1975	1980	1985	1960	1970	1975	1980	1985
TOTAL															
16 years and over	121,817	142,366	154,318	166,554	176,282	72,104	85,903	92,792	100,727	107,156	59.2	60.3	60.1	60.5	60.8
WHITE															
Both sexes															
16 years and over	109,279	126,781	136,915	146,919	154,651	64,210	76,376	82,101	88,634	93,738	58.8	60.2	60.0	60.3	60.6
Male															
16 years and over	53,408	61,271	66,167	70,997	74,729	44,119	48,835	52,518	56,374	59,616	82.6	79.7	79.4	79.4	79.8
16 to 19 years	4,763	6,614	7,245	7,300	6,520	2,801	3,901	4,166	4,193	3,722	58.8	59.0	57.5	57.4	57.1
20 to 24 years	4,905	7,593	8,434	9,117	9,040	4,370	6,493	7,058	7,599	7,497	89.1	85.5	83.7	83.3	82.9
25 to 34 years	10,092	11,145	13,867	16,209	17,674	9,777	10,671	13,387	15,646	17,062	96.9	95.7	96.5	96.5	96.5
35 to 44 years	10,675	10,085	9,865	11,179	13,828	10,346	9,722	9,528	10,791	13,343	96.9	96.4	96.6	96.5	96.5
45 to 54 years	9,166	10,193	10,221	9,624	9,437	8,690	9,553	9,648	9,078	8,897	94.8	93.7	94.4	94.3	94.3
55 to 64 years	6,874	7,952	8,432	8,855	8,904	5,892	6,518	6,858	7,152	7,129	85.7	82.0	81.3	80.8	80.1
65 years and over	6,933	7,688	8,100	8,713	9,324	2,243	1,977	1,873	1,915	1,966	32.4	25.7	23.1	22.0	21.1
Female															
16 years and over	55,871	65,510	70,748	75,922	79,923	20,091	27,541	29,583	32,260	34,122	36.0	42.0	41.8	42.5	42.7
16 to 19 years	4,630	6,392	7,003	7,001	6,244	1,853	2,897	2,928	2,935	2,585	40.0	45.3	41.8	41.9	41.4
20 to 24 years	4,842	7,408	8,231	8,897	8,758	2,215	4,263	4,659	5,110	5,040	45.7	57.5	56.6	57.4	57.5
25 to 34 years	10,172	11,152	13,749	16,005	17,436	3,451	4,796	5,973	7,204	8,025	33.9	43.0	43.4	45.0	46.0
35 to 44 years	11,017	10,300	9,970	11,252	13,830	4,537	5,115	5,017	5,846	7,330	41.2	49.7	50.3	52.0	53.0
45 to 54 years	9,404	10,846	10,847	10,087	9,820	4,532	5,783	5,800	5,496	5,400	48.2	53.3	53.5	54.5	55.0
55 to 64 years	7,357	8,860	9,579	10,201	10,236	2,633	3,735	4,216	4,595	4,596	35.8	42.2	44.0	45.0	44.9
65 years and over	8,449	10,553	11,370	12,482	13,599	870	952	990	1,074	1,146	10.3	9.0	8.7	8.6	8.4
NEGRO AND OTHER RACES															
Both sexes															
16 years and over	12,538	15,585	17,403	19,635	21,631	7,894	9,526	10,691	12,093	13,418	63.0	61.1	61.4	61.6	62.0
Male															
16 years and over	6,011	7,370	8,262	9,336	10,299	4,814	5,507	6,358	7,238	8,102	80.1	74.7	77.0	77.5	78.7
16 to 19 years	635	1,035	1,180	1,325	1,229	361	493	616	702	651	56.8	47.6	52.2	53.0	53.0
20 to 24 years	648	1,076	1,307	1,479	1,634	569	885	1,066	1,196	1,309	87.8	82.2	81.6	80.9	80.1
25 to 34 years	1,255	1,456	1,862	2,348	2,744	1,163	1,303	1,713	2,169	2,539	92.7	89.5	92.0	92.4	92.5
35 to 44 years	1,203	1,217	1,217	1,397	1,802	1,108	1,095	1,122	1,295	1,677	92.1	90.0	92.2	92.7	93.1
45 to 54 years	982	1,090	1,126	1,102	1,117	878	931	1,018	1,004	1,024	89.4	85.7	90.4	91.1	91.7
55 to 64 years	690	790	835	890	924	553	609	654	697	723	80.1	77.1	78.3	78.3	78.2
65 years and over	598	706	735	794	850	182	188	169	175	179	30.4	26.6	23.0	22.0	21.1
Female															
16 years and over	6,527	8,215	9,141	10,299	11,332	3,080	4,019	4,333	4,855	5,316	47.2	48.9	47.4	47.1	46.9
16 to 19 years	645	1,041	1,185	1,313	1,218	208	353	447	514	481	32.2	33.9	37.7	39.1	39.5
20 to 24 years	705	1,100	1,327	1,504	1,636	343	630	779	881	957	48.7	57.3	58.7	58.6	58.5
25 to 34 years	1,433	1,591	1,946	2,435	2,846	708	908	996	1,223	1,406	49.4	57.1	51.2	50.2	49.4
35 to 44 years	1,331	1,440	1,406	1,549	1,924	788	855	785	862	1,067	59.2	59.4	55.8	55.6	55.5
45 to 54 years	1,034	1,260	1,338	1,335	1,331	618	750	768	763	755	59.8	59.5	57.4	57.2	56.7
55 to 64 years	713	902	985	1,086	1,172	331	419	461	508	538	46.4	46.5	46.8	46.8	45.9
65 years and over	666	880	953	1,075	1,204	84	104	97	104	112	12.6	11.8	10.2	9.7	9.3

SOURCE: Population data from the Department of Commerce, Bureau of the Census, Current Population Reports, Series P-25: for 1960, No. 241; for 1970, estimates from the Current Population Survey; for 1975-85, No. 381, Series C.

All other data from the Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 119. These data antedate the projections shown in tables E 1 through E 3 and E 7 because revised projections of population and labor force by color were not available at press time.

Table E-5. Changes in the Total Labor Force, by Color, Sex, and Age, 1960 to 1980

[Numbers in thousands]

Color, sex, and age	Actual		Projected 1980	Number change		Percent change	
	1960	1970		1960-70	1970-80	1960-70	1970-80
TOTAL							
16 years and over	72, 104	85, 903	100, 727	13, 799	14, 824	19. 1	17. 3
WHITE							
Both sexes							
16 years and over	64, 210	76, 376	88, 634	12, 166	12, 258	18. 9	16. 0
16 to 24 years	11, 239	17, 554	19, 837	6, 315	2, 283	56. 2	13. 0
25 to 44 years	28, 111	30, 304	39, 487	2, 193	9, 183	7. 8	30. 3
45 years and over	24, 860	28, 518	29, 310	3, 658	792	14. 7	2. 8
45 to 64 years	21, 747	25, 589	26, 321	3, 842	732	17. 7	2. 9
65 years and over	3, 113	2, 929	2, 989	−184	60	−5. 9	2. 0
Male							
16 years and over	44, 119	48, 835	56, 374	4, 716	7, 539	10,7	15. 4
16 to 24 years	7, 171	10, 394	11, 792	3, 223	1, 398	44. 9	13. 4
25 to 44 years	20, 123	20, 393	26, 437	270	6, 044	1. 3	29. 6
45 years and over	16, 825	18, 048	18, 145	1, 223	97	7. 3	. 5
45 to 64 years	14, 582	16, 071	16, 230	1, 489	159	10. 2	1. 0
65 years and over	2, 243	1, 977	1, 915	−266	−62	−11. 9	−3. 1
Female							
16 years and over	20, 091	27, 541	32, 260	7, 450	4, 719	37. 1	17. 1
16 to 24 years	4, 068	7, 160	8, 045	3, 092	885	76. 0	12. 4
25 to 44 years	7, 988	9, 911	13, 050	1, 923	3, 139	24. 1	31. 7
45 years and over	8, 035	10, 470	11, 165	2, 435	695	30. 3	6. 6
45 to 64 years	7, 165	9, 518	10, 091	2, 353	573	32. 8	6. 0
65 years and over	870	953	1, 074	82	122	9. 4	12. 8
NEGRO AND OTHER RACES							
Both sexes							
16 years and over	7, 894	9, 526	12, 093	1, 632	2, 567	20. 7	26. 9
16 to 24 years	1, 481	2, 361	3, 293	880	932	59. 4	39. 5
25 to 44 years	3, 767	4, 161	5, 549	394	1, 388	10. 5	33. 4
45 years and over	2, 646	3, 004	3, 251	538	247	13. 5	8. 2
45 to 64 years	2, 380	2, 712	2, 972	332	260	13. 9	9. 6
65 years and over	266	292	279	26	−13	9. 8	−4. 5
Male							
16 years and over	4, 814	5, 507	7, 238	693	1, 731	14. 4	31. 4
16 to 24 years	930	1, 378	1, 898	448	520	48. 2	37. 7
25 to 44 years	2, 271	2, 398	3, 464	127	1, 066	5. 6	44. 5
45 years and over	1, 613	1, 731	1, 876	118	145	7. 3	8. 4
45 to 64 years	1, 431	1, 543	1, 701	112	158	7. 8	10. 2
65 years and over	182	188	175	6	−13	3. 3	−6. 9
Female							
16 years and over	3, 080	4, 019	4, 855	939	836	30. 5	20. 9
16 to 24 years	551	983	1, 395	432	412	78. 4	41. 3
25 to 44 years	1, 496	1, 763	2, 085	267	322	17. 8	18. 0
45 years and over	1, 033	1, 273	1, 375	240	102	23. 2	8. 8
45 to 64 years	949	1, 169	1, 271	220	102	23. 2	8. 7
65 years and over	84	104	104	20	....	23. 8	....

SOURCE: Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 119. These data antedate the projections shown in tables E-1 through E-3 and E-7 because revised projections of population and labor force by color were not available at press time.

Table E–6. Percent Distribution of the Total Labor Force, by Color, Sex, and Age, 1960 to 1985

[Numbers in thousands]

Sex and age	1960			1970			1975			1980			1985		
	Total	White	Negro and other races	Total	White	Negro and other races	Total	White	Negro and other races	Total	White	Negro and other races	Total	White	Negro and other races
BOTH SEXES															
16 years and over:															
Number	72,104	64,210	7,894	85,903	76,376	9,526	92,792	82,101	10,691	100,727	88,634	12,093	107,156	93,738	13,418
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
16 to 24 years	17.6	17.5	18.8	23.2	23.0	24.8	23.4	22.9	27.2	23.0	22.4	27.2	20.8	20.1	25.3
25 to 44 years	44.2	43.8	47.7	40.1	39.7	43.7	41.5	41.3	43.2	44.7	44.6	45.9	48.9	48.8	49.8
45 to 64 years	33.5	33.9	30.1	32.9	33.5	28.5	31.7	32.3	27.1	29.1	29.7	24.6	27.1	27.8	22.7
65 years and over	4.7	4.8	3.4	3.7	3.8	3.1	3.4	3.5	2.5	3.2	3.4	2.3	3.2	3.3	2.2
MALE															
16 years and over:															
Number	48,933	44,119	4,814	54,343	48,835	5,507	58,876	52,518	6,358	63,612	56,374	7,238	67,718	59,616	8,102
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
16 to 24 years	16.6	16.3	19.3	21.7	21.3	25.0	21.9	21.4	26.5	21.5	20.9	26.2	19.5	18.8	24.2
25 to 44 years	45.8	45.6	47.2	41.9	41.8	43.5	43.7	43.6	44.6	47.0	46.9	47.9	51.1	51.0	52.0
45 to 64 years	32.7	33.1	29.7	32.4	32.9	28.0	30.9	31.4	26.3	28.2	28.8	23.5	26.2	26.9	21.6
65 years and over	5.0	5.1	3.8	4.0	4.0	3.4	3.5	3.6	2.7	3.3	3.4	2.4	3.2	3.3	2.2
FEMALE															
16 years and over:															
Number	23,171	20,091	3,080	31,560	27,541	4,019	33,916	29,583	4,333	37,115	32,260	4,855	39,438	34,122	5,316
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
16 to 24 years	19.9	20.2	17.9	25.8	26.0	24.5	26.0	25.6	28.3	25.4	24.9	28.7	23.0	22.3	27.0
25 to 44 years	40.9	39.8	48.6	37.0	36.0	43.9	37.7	37.1	41.1	40.8	40.5	42.9	45.2	45.0	46.5
45 to 64 years	35.0	35.7	30.8	33.9	34.6	29.1	33.2	33.9	28.4	30.6	31.3	26.2	28.6	29.3	24.3
65 years and over	4.1	4.3	2.7	3.3	3.5	2.6	3.2	3.3	2.2	3.2	3.3	2.1	3.2	3.4	2.1

SOURCE: Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 119. These data antedate the projections shown in tables E-1 through E-3 and E-7 because revised projections of population and labor force by color were not available at press time.

Table E–7. Total and Civilian Labor Force and Labor Force Participation Rates Based on Noninstitutional Population,[1] by Sex and Age, Projected 1980 to 1990

[Numbers in thousands]

Sex and age	Total labor force, annual averages						Civilian labor force, annual averages					
	Number			Rate (percent)[1]			Number			Rate (percent)[1]		
	1980	1985	1990	1980	1985	1990	1980	1985	1990	1980	1985	1990
BOTH SEXES												
16 years and over	101,809	107,716	112,576	61.7	62.2	62.4	99,809	105,716	110,576	61.2	61.7	62.0
MALE												
16 years and over	62,590	66,017	68,907	79.2	79.5	79.6	60,630	64,057	66,947	78.7	79.1	79.1
16 to 19 years	4,668	3,962	3,901	56.6	56.1	56.0	4,437	3,731	3,670	55.4	54.6	54.5
20 to 24 years	8,852	8,496	7,404	84.0	83.5	83.1	7,910	7,554	6,462	82.5	81.8	81.1
25 to 34 years	17,523	19,400	19,853	95.7	95.6	95.5	17,052	18,929	19,382	95.6	95.5	95.4
35 to 44 years	11,851	14,617	17,398	96.0	95.9	95.7	11,584	14,350	17,131	96.0	95.8	95.6
45 to 54 years	9,908	9,744	10,909	92.9	92.6	92.5	9,862	9,698	10,863	92.9	92.6	92.5
55 to 64 years	7,730	7,716	7,307	80.1	79.2	78.6	7,727	7,713	7,304	80.1	79.2	78.6
55 to 59 years	4,558	4,421	4,112	87.6	87.2	86.9	4,555	4,418	4,109	87.7	87.2	86.9
60 to 64 years	3,172	3,295	3,195	71.3	70.4	69.9	3,172	3,295	3,195	71.3	70.4	69.9
65 years and over	2,058	2,082	2,135	22.1	20.9	20.1	2,058	2,082	2,135	22.1	20.9	20.1
65 to 69 years	1,289	1,322	1,365	36.4	35.2	34.4	1,289	1,322	1,365	36.4	35.2	34.4
70 years and over	769	760	770	13.4	12.3	11.6	769	760	770	13.4	12.3	11.6
FEMALE												
16 years and over	39,219	41,699	43,669	45.6	46.2	46.5	39,179	41,659	43,629	45.6	46.2	46.5
16 to 19 years	3,669	3,203	3,188	45.7	46.6	47.2	3,661	3,195	3,180	45.7	46.5	47.2
20 to 24 years	6,592	6,523	5,826	63.6	65.1	66.4	6,574	6,505	5,808	63.5	65.0	66.3
25 to 34 years	9,256	10,339	10,678	50.4	51.1	51.6	9,247	10,330	10,669	50.3	51.1	51.6
35 to 44 years	6,869	8,560	10,219	53.5	54.6	55.4	6,866	8,557	10,216	53.5	54.6	55.4
45 to 54 years	6,537	6,542	7,364	56.6	57.7	58.3	6,535	6,540	7,362	56.6	57.7	58.3
55 to 64 years	5,057	5,213	5,003	45.1	45.7	46.1	5,057	5,213	5,003	45.1	45.7	46.1
55 to 59 years	3,055	3,033	2,853	51.6	52.7	53.3	3,055	3,033	2,853	51.6	52.7	53.3
60 to 64 years	2,002	2,180	2,150	37.8	38.7	39.2	2,002	2,180	2,150	37.8	38.7	39.2
65 years and over	1,239	1,319	1,391	9.1	9.0	8.8	1,239	1,319	1,391	9.1	9.0	8.8
65 to 69 years	758	814	864	16.8	16.8	16.7	758	814	864	16.8	16.8	16.7
70 years and over	481	505	527	5.3	5.1	5.0	481	505	527	5.3	5.1	5.0

[1] Total labor force participation rates based on total noninstitutional population and civilian labor force participation rates based on civilian noninstitutional population to facilitate comparison with historical data shown in tables A-2 and A-3 of this publication.

SOURCE: Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 156.

Table E-8. Civilian Noninstitutional Population, Civilian Labor Force, and Participation Rates, by Color, Sex, and Age, Projected 1975 to 1985

[Numbers in thousands]

Color, sex, and age	Civilian noninstitutional population, July 1			Civilian labor force, annual averages			Civilian labor force participation rates, annual averages (percent)		
	1975	1980	1985	1975	1980	1985	1975	1980	1985
TOTAL									
16 years and over	149,371	161,424	170,974	90,054	97,989	104,418	60.3	60.7	61.1
WHITE									
Both Sexes									
16 years and over	132,575	142,451	150,055	79,584	86,117	91,221	60.0	60.5	60.8
Male									
16 years and over	62,695	67,461	71,133	50,029	53,885	57,127	79.8	79.9	80.3
16 to 19 years	6,699	6,754	5,983	3,704	3,731	3,260	55.3	55.2	54.5
20 to 24 years	7,460	8,135	8,059	6,185	6,726	6,624	82.9	82.7	82.2
25 to 34 years	13,023	15,340	16,789	12,696	14,955	16,371	97.5	97.5	97.5
35 to 44 years	9,379	10,679	13,299	9,151	10,414	12,966	97.6	97.5	97.5
45 to 54 years	10,017	9,428	9,243	9,567	8,997	8,816	95.5	95.4	95.4
55 to 64 years	8,289	8,705	8,752	6,853	7,147	7,124	82.7	82.1	81.4
65 years and over	7,828	8,420	9,008	1,873	1,915	1,966	23.9	22.7	21.8
Female									
16 years and over	69,880	74,990	78,922	29,555	32,232	34,094	42.3	43.0	43.2
16 to 19 years	6,957	6,956	6,203	2,921	2,928	2,578	42.0	42.1	41.6
20 to 24 years	8,197	8,861	8,723	4,650	5,101	5,031	56.7	57.6	57.7
25 to 34 years	13,688	15,935	17,360	5,967	7,198	8,019	43.6	45.2	46.2
35 to 44 years	9,916	11,192	13,757	5,013	5,842	7,326	50.6	52.2	53.3
45 to 54 years	10,769	10,014	9,749	5,798	5,494	5,398	53.8	54.9	55.4
55 to 64 years	9,475	10,089	10,123	4,216	4,595	4,596	44.5	45.5	45.4
65 years and over	10,878	11,943	13,007	990	1,074	1,146	9.1	9.0	8.8
NEGRO AND OTHER RACES									
Both Sexes									
16 years and over	16,796	18,973	20,919	10,470	11,872	13,197	62.3	62.6	63.1
Male									
16 years and over	7,749	8,780	9,703	6,139	7,019	7,883	79.2	79.9	81.2
16 to 19 years	1,105	1,246	1,152	577	663	612	52.2	53.2	53.1
20 to 24 years	1,175	1,340	1,488	989	1,119	1,232	84.2	83.5	82.8
25 to 34 years	1,704	2,168	2,545	1,643	2,099	2,469	96.4	96.8	97.0
35 to 44 years	1,145	1,318	1,708	1,095	1,268	1,650	95.6	96.2	96.6
45 to 54 years	1,090	1,066	1,081	1,012	998	1,018	92.8	93.6	94.2
55 to 64 years	815	869	902	654	697	723	80.2	80.2	80.2
65 years and over	715	773	827	169	175	179	23.6	22.6	21.6
Female									
16 years and over	9,047	10,193	11,216	4,331	4,853	5,314	47.9	47.6	47.4
16 to 19 years	1,176	1,302	1,208	447	514	481	38.0	39.5	39.8
20 to 24 years	1,318	1,494	1,625	778	880	956	59.0	58.9	58.8
25 to 34 years	1,929	2,415	2,822	995	1,222	1,405	51.6	50.6	49.8
35 to 44 years	1,395	1,537	1,909	785	862	1,067	56.3	56.1	55.9
45 to 54 years	1,325	1,322	1,318	768	763	755	58.0	57.7	57.3
55 to 64 years	973	1,073	1,158	461	508	538	47.4	47.3	46.5
65 years and over	931	1,050	1,176	97	104	112	10.4	9.9	9.5

SOURCE: Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 119. These data antedate the projections shown in tables E-1 through E-3 and E-7 because revised projections of population and labor force by color were not available at press time.

Table E–9. Employment by Occupation Group, 1972 and Projected 1980 and 1985 Requirements

[Numbers in thousands]

Occupation group	Actual 1972		Projected				Number change		Average annual rate of change [2]	
			1980 [1]		1985 [1]					
	Number	Percent distribution	Number	Percent distribution	Number	Percent distribution	1972–80	1980–85	1972–80	1980–85
Total employment [3]	81,703	100.0	95,800	100.0	101,500	100.0	14,097	5,700	20.0	1.2
Professional and technical workers	11,459	14.0	15,000	15.7	17,000	16.8	3,541	2,000	3.5	2.5
Managers and administrators, except farm	8,032	9.8	10,100	10.5	10,500	10.3	2,068	400	2.8	.8
Clerical workers	5,354	6.5	6,300	6.6	6,500	6.4	946	200	2.1	.5
Sales workers	14,247	17.4	17,900	18.7	19,700	19.4	3,653	1,800	2.9	1.9
Craft and kindred workers	10,810	13.2	12,300	12.8	13,000	12.8	1,490	700	1.6	1.2
Operatives	13,549	16.6	15,000	15.6	15,300	15.1	1,451	300	1.6	.5
Nonfarm laborers	4,217	5.2	4,500	4.7	4,500	4.4	283	0	.7	0
Service workers	10,966	13.4	12,700	13.3	13,400	13.2	1,734	700	1.9	1.0
Farmers and farm laborers	3,009	3.8	2,000	2.1	1,600	1.6	−1,009	−400	−5.1	−4.4

[1] Among the assumptions underlying these projections is a 4-percent unemployment rate. The assumptions are described in The U.S. Economy in 1985, *Monthly Labor Review*, December 1973.

[2] Compound interest rate between terminal years.

[3] Represents total employment as covered by the Current Population Survey.

Table E–10. Total Employment [1] by Major Industry Sector, 1960, 1972, and Projected 1980 and 1985

[Numbers in thousands]

Industry sector	Actual		Projected [2]		Percent distribution				Number change			Average annual rate of change [3]		
	1960	1972	1980	1985	1960	1972	1980	1985	1960–72	1972–80	1980–85	1960–72	1972–80	1980–85
Total	68,869	85,597	101,576	107,609	100.0	100.0	100.0	100.0	16,728	15,979	6,033	1.8	2.2	1.2
Government [4]	8,353	13,290	16,610	18,800	12.1	15.5	16.4	17.5	4,937	3,320	2,190	3.9	2.8	2.5
Total private	60,516	72,307	84,966	88,809	87.9	84.5	83.6	82.5	11,791	12,659	3,843	1.5	2.0	.9
Agriculture	5,389	3,450	2,300	1,900	7.8	4.0	2.3	1.8	−1,939	−1,150	−400	−3.7	−4.9	−3.7
Nonagriculture	55,124	68,857	82,666	86,909	80.0	80.4	81.4	80.8	13,733	13,809	4,243	1.8	2.3	1.0
Mining	748	645	655	632	1.1	.8	.6	.6	−103	10	−23	−1.2	1.2	−.7
Contract construction	3,654	4,352	4,908	5,184	5.3	5.1	4.8	4.8	698	556	276	1.4	1.5	1.1
Manufacturing	17,197	19,281	22,923	23,499	25.0	22.5	22.6	21.8	2,084	3,642	576	1.0	2.2	.5
Durable goods	9,681	11,091	13,629	14,154	14.1	13.0	13.4	13.2	1,410	2,538	525	1.1	2.6	.8
Nondurable goods	7,516	8,190	9,294	9,345	10.9	9.6	9.2	8.7	674	1,104	51	.7	1.6	.1
Transportation and public utilities	4,214	4,726	5,321	5,368	6.1	5.5	5.2	5.0	512	595	47	1.1	1.5	.2
Transportation	2,743	2,842	3,250	3,266	4.0	3.3	3.2	3.0	99	408	16	.3	1.7	.1
Communication	844	1,150	1,300	1,312	1.2	1.3	1.3	1.2	306	150	12	2.6	1.5	.2
Public utilities	624	734	771	790	.8	.9	.8	.7	110	47	19	1.4	.8	.5
Wholesale and retail trade	14,177	18,432	21,695	22,381	20.6	21.5	21.4	20.8	4,255	3,263	686	2.2	2.1	.6
Wholesale	3,295	4,235	4,946	5,123	4.8	4.9	4.9	4.8	940	711	177	2.1	2.0	.7
Retail	10,882	14,197	16,749	17,258	15.8	16.6	16.5	16.0	3,315	2,552	509	2.2	2.1	.6
Finance, insurance and real estate	2,985	4,303	5,349	5,932	4.3	5.0	5.3	5.5	1,318	1,046	583	3.0	2.8	2.1
Other services [5]	12,152	17,118	21,815	23,913	17.6	20.0	21.5	22.2	4,966	4,697	2,098	2.8	3.1	1.9

[1] Employment in this table is on a "jobs" rather than a "persons" concept and includes, in addition to wage and salary workers, self-employed and unpaid family workers. Employment on a job concept differs from employment on a person concept by separately counting each job held by a multiple job holder.

[2] See footnote 1, table E–9.

[3] Compound interest rate between terminal years.

[4] Includes domestic wage and salary workers and government enterprise employees; does not include employees paid from nonappropriated funds.

[5] Includes paid household employment.

Table E–11. Projected Educational Attainment of the Civilian Labor Force 16 Years and Over, by Sex and Age, 1980 and 1990

[Numbers in thousands]

Years of school completed, sex, and year	Total, 16 years and over	16 to 19 years	20 to 24 years	25 years and over					
				Total, 25 years and over	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
1980									
BOTH SEXES									
Total: Number	99,809	8,098	14,484	77,227	26,299	18,450	16,397	12,784	3,297
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 4 years of high school [1]	27.3	58.3	12.6	26.9	16.0	24.4	33.4	37.4	51.9
4 years of high school or more	72.7	41.8	87.4	73.2	83.9	75.6	66.5	62.6	48.1
Elementary: Less than 5 years [1]	1.3	.7	.6	1.5	.3	.9	2.4	2.5	5.4
5 to 7 years	3.3	1.4	1.5	3.9	1.2	3.0	5.3	6.4	12.8
8 years	5.4	2.6	1.9	6.4	2.6	4.5	8.2	11.1	19.2
High school: 1 to 3 years	17.3	53.6	8.6	15.1	11.9	16.0	17.5	17.4	14.5
4 years	40.4	33.7	42.3	40.7	42.2	42.9	40.1	39.4	25.6
College: 1 to 3 years	15.9	8.0	30.5	14.0	17.6	13.9	11.3	11.1	9.0
4 years	9.7	.1	11.5	10.4	13.4	10.7	8.5	7.0	6.7
5 years or more	6.7	....	3.1	8.1	10.7	8.1	6.6	5.1	6.8
Median years of school completed	12.6	11.5	12.9	12.6	12.8	12.6	12.4	12.3	11.6
MALE									
Total: Number	60,630	4,437	7,910	48,283	17,052	11,584	9,862	7,727	2,058
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 4 years of high school [1]	28.5	63.2	15.3	27.4	15.9	24.4	35.5	39.9	54.9
4 years of high school or more	71.6	36.9	84.7	72.6	84.2	75.7	64.6	60.2	45.1
Elementary: Less than 5 years [1]	1.6	.7	.7	1.8	.4	1.1	3.2	3.0	5.8
5 to 7 years	3.8	1.7	1.9	4.3	1.4	3.5	6.2	7.1	14.1
8 years	6.1	3.3	2.3	6.9	3.1	4.8	9.3	12.1	20.4
High school: 1 to 3 years	17.0	57.5	10.4	14.4	11.0	15.0	16.8	17.7	14.6
4 years	37.2	29.1	40.2	37.5	40.7	39.3	34.9	34.8	23.3
College: 1 to 3 years	16.3	7.7	31.0	14.7	18.5	14.8	11.8	11.7	8.0
4 years	9.8	.1	10.0	10.6	12.5	11.4	9.7	7.5	6.5
5 years or more	8.3	....	3.5	9.8	12.5	10.2	8.2	6.2	7.3
Median years of school completed	12.6	11.3	12.9	12.6	12.8	12.6	12.4	12.3	11.0
FEMALE									
Total: Number	39,179	3,661	6,574	28,944	9,247	6,866	6,535	5,057	1,239
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 4 years of high school [1]	25.7	52.2	9.4	26.1	16.7	24.5	30.4	33.8	47.0
4 years of high school or more	74.5	47.9	90.6	74.1	83.4	75.5	69.6	66.2	53.0
Elementary: Less than 5 years [1]	.9	.6	.6	1.0	.2	.5	1.1	1.8	4.8
5 to 7 years	2.6	1.0	1.0	3.2	1.0	2.3	4.0	5.5	10.6
8 years	4.4	1.7	1.3	5.5	1.8	3.9	6.6	9.6	17.2
High school: 1 to 3 years	17.8	48.9	6.5	16.4	13.7	17.8	18.7	16.9	14.4
4 years	45.3	39.4	44.7	46.1	44.9	48.9	48.1	46.3	29.4
College: 1 to 3 years	15.2	8.4	30.0	12.7	15.9	12.4	10.6	10.3	10.7
4 years	9.6	.1	13.3	10.0	15.1	9.6	6.8	6.0	7.0
5 years or more	4.4	....	2.6	5.3	7.5	4.6	4.1	3.6	5.9
Median years of school completed	12.5	11.9	12.9	12.5	12.7	12.5	12.4	12.3	12.1

Footnote at end of table.

Table E–11. Projected Educational Attainment of the Civilian Labor Force 16 Years and Over, by Sex and Age, 1980 and 1990—Continued

Years of school completed, sex, and year	Total, 16 years and over	16 to 19 years	20 to 24 years	25 years and over					
				Total, 25 years and over	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
1990									
BOTH SEXES									
Total: Number	110,576	6,850	12,270	91,456	30,051	27,347	18,228	12,307	3,528
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 4 years of high school [1]	19.8	55.7	8.0	18.6	10.8	16.1	23.3	30.5	38.3
4 years of high school or more	80.2	44.3	92.0	81.4	89.2	83.7	76.7	69.6	61.8
Elementary: Less than 5 years [1]	.6	.4	.4	.6	.2	.2	.9	1.6	3.0
5 to 7 years	1.8	.8	1.0	1.9	.4	1.0	2.6	4.7	7.9
8 years	3.2	1.9	1.3	3.6	1.4	2.5	4.2	7.7	12.4
High school: 1 to 3 years	14.2	52.6	5.3	12.5	8.8	12.4	15.6	16.5	15.0
4 years	40.5	35.7	38.0	41.2	39.8	41.8	43.5	41.6	34.8
College: 1 to 3 years	18.0	8.5	35.7	16.4	19.7	17.0	14.2	11.9	10.6
4 years	12.0	.1	14.1	12.7	15.3	13.2	10.8	9.1	8.0
5 years or more	9.7	....	4.2	11.1	14.4	11.7	8.2	7.0	8.4
Median years of school completed	12.7	11.7	13.3	12.8	13.0	12.8	12.6	12.5	12.3
MALE									
Total: Number	66,947	3,670	6,462	56,815	19,382	17,131	10,863	7,304	2,135
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 4 years of high school [1]	19.8	60.5	10.1	18.4	10.1	15.1	23.9	32.5	40.1
4 years of high school or more	80.1	39.4	89.8	81.7	89.9	84.9	76.0	67.5	59.9
Elementary: Less than 5 years [1]	.7	.4	.5	.8	.2	.2	1.3	2.0	3.1
5 to 7 years	2.0	1.1	1.4	2.2	.5	1.2	3.1	5.4	8.5
8 years	3.7	2.5	1.6	4.0	1.8	2.9	4.6	8.9	13.2
High school: 1 to 3 years	13.4	56.5	6.6	11.4	7.6	10.8	14.9	16.2	15.3
4 years	38.0	31.1	36.6	38.6	39.2	39.4	39.4	36.4	31.8
College: 1 to 3 years	18.8	8.2	36.2	17.6	21.2	18.3	14.9	12.4	10.1
4 years	11.6	.1	12.4	12.2	13.3	13.0	11.4	10.0	8.4
5 years or more	11.7	....	4.6	13.3	16.2	14.2	10.3	8.7	9.6
Median years of school completed	12.8	11.4	13.3	12.8	13.1	12.9	12.7	12.5	12.3
FEMALE									
Total: Number	43,629	3,180	5,808	34,641	10,669	10,216	7,362	5,003	1,391
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 4 years of high school [1]	19.8	50.1	5.6	19.2	12.1	18.0	22.2	27.7	35.2
4 years of high school or more	80.2	49.9	94.5	80.9	87.9	82.0	77.8	72.3	64.8
Elementary: Less than 5 years [1]	.4	.3	.3	.4	.1	.1	.4	1.0	2.7
5 to 7 years	1.3	.6	.6	1.5	.3	.7	1.7	3.8	6.8
8 years	2.5	1.1	.9	2.9	.8	2.0	3.5	6.0	11.3
High school: 1 to 3 years	15.4	48.1	3.8	14.4	10.9	15.2	16.6	16.9	14.4
4 years	44.2	41.0	39.6	45.3	40.8	45.9	49.6	49.2	39.4
College: 1 to 3 years	16.8	8.8	35.1	14.5	17.0	14.9	13.2	11.1	11.4
4 years	12.7	.1	16.0	13.4	18.8	13.6	10.0	7.6	7.5
5 years or more	6.6	....	3.8	7.7	11.3	7.6	5.0	4.4	6.5
Median years of school completed	12.7	12.0	13.4	12.7	12.9	12.7	12.6	12.5	12.4

[1] Includes persons with no formal education.

SOURCE: Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 160.

Table F–1. Enrollment Opportunities, First-Time Enrollments, and Federal Obligations for Work and Training Programs Administered by the Department of Labor, by Program, Fiscal Years 1963–73

[Thousands]

Program	Total	FY 1973	FY 1972	FY 1971	FY 1970	FY 1969	FY 1968	FY 1967	FY 1966	FY 1965	FY 1963–64
ENROLLMENT OPPORTUNITIES											
Total	8,697.6	927.4	1,562.3	1,149.6	1,011.3	910.7	823.8	808.5	808.8	510.2	185.0
Manpower Development and Training Act	2,234.3	183.0	229.2	213.7	211.2	198.5	229.9	270.9	281.1	231.8	185.0
Institutional training [1]	1,424.4	116.3	138.7	144.5	147.2	120.7	131.1	126.4	163.0	167.1	169.4
JOP-OJT [2]	809.9	66.7	90.5	69.2	64.0	77.8	98.8	144.5	118.1	64.7	15.6
Neighborhood Youth Corps	5,219.5	661.3	863.0	698.9	600.0	539.7	537.7	512.8	527.7	278.4	....
In school	1,054.4	111.3	101.6	78.8	97.1	100.6	135.0	139.0	188.8	102.2	....
Out of school	521.1	38.7	41.6	40.1	45.4	51.9	63.6	79.5	98.6	61.7	....
Summer	3,644.0	511.3	[3] 719.8	[3] 580.0	[3] 457.5	[3] 387.2	[3] 339.1	294.3	240.3	114.5	....
Operation Mainstream	128.1	32.3	22.3	23.3	17.8	13.5	10.9	8.0	....	....	....
Public Service Careers	111.2	(4)	21.0	42.4	34.8	5.9	2.7	4.4	....	....	....
Special Impact [5]	6.5	....	....	....	....	1.3	1.2	4.0	....	....	....
Concentrated Employment Program [6]		....	....	....	....	....	....	....	....	....	....
JOBS (federally financed)	334.7	33.1	60.6	88.2	60.1	52.8	31.5	8.4	....	....	....
Work Incentive Program	384.8	(4)	149.5	60.7	65.7	99.0	9.9	....	....	....	....
Job Corps	85.8	17.7	24.0	22.4	21.7	....	....	....	....	....	....
Public Employment Program	192.7	(4)	192.7	....	....	....	....	....	....	....	....
FIRST-TIME ENROLLMENTS [7]											
Total	9,654.6	1,537.7	1,973.0	1,412.5	1,051.4	1,000.7	780.8	833.3	658.7	294.8	111.7
Manpower Development and Training Act	2,274.9	267.1	301.6	254.8	221.0	220.0	241.0	265.0	235.8	156.9	111.7
Institutional training [1]	1,404.2	119.6	150.6	155.6	130.0	135.0	140.0	150.0	177.5	145.3	100.6
JOP-OJT [2]	870.7	147.5	151.0	99.2	91.0	85.0	101.0	115.0	58.3	11.6	11.1
Neighborhood Youth Corps	4,950.1	628.4	1,010.9	740.2	482.1	504.1	467.3	556.3	422.9	137.9	....
In school	1,130.6	165.3	186.0	120.0	74.4	84.3	118.3	166.8	160.8	54.7	....
Out of school	771.3	74.7	65.0	53.0	46.2	74.5	93.8	161.6	166.9	35.6	....
Summer	3,048.2	388.4	759.9	567.2	361.5	345.3	255.2	227.9	95.2	47.6	....
Operation Mainstream	138.2	37.5	31.4	21.9	12.5	11.3	12.6	11.0	....	....	....
Public Service Careers	150.5	24.6	65.9	47.3	3.6	3.8	4.3	1.0	....	....	....
Special Impact [5]	5.3	....	....	....	....	2.7	2.6	....	....	....	....
Concentrated Employment Program	537.3	68.8	84.7	93.7	110.1	127.0	53.0	....	....	....	....
JOBS (federally financed)	364.9	51.5	82.8	92.6	86.8	51.2	....	....	....	....	....
Work Incentive Program	644.6	238.5	120.6	112.2	92.7	80.6	....	....	....	....	....
Job Corps	184.8	43.4	49.0	49.8	42.6	....	....	....	....	....	....
Public Employment Program	404.0	177.9	226.1	....	....	....	....	....	....	....	....
FEDERAL OBLIGATIONS											
Total	$12,223,131	$2,753,485	$2,696,940	$1,485,466	$1,418,552	$1,029,730	$802,173	$795,950	$628,407	$414,247	$198,181
Manpower Development and Training Act	3,169,313	380,812	424,553	335,752	336,580	272,616	296,418	298,247	339,649	286,505	198,181
Institutional training [1]	2,594,762	303,814	355,708	275,467	287,031	213,505	221,847	215,588	281,710	249,348	190,744
JOP-OJT [2]	574.551	76,998	68,845	60,285	49,549	59,111	74,571	82,659	57,939	37,157	7,437
Neighborhood Youth Corps	3,059,689	416,931	517,244	426,453	356,589	320,696	281,864	348,833	263,337	127,742	....
In school	(8)	64,083	74,897	58,052	59,242	49,048	58,908	67,448	(8)	(8)	....
Out of school	(8)	106,854	121,962	115,195	97,923	123,721	96,279	148,079	(8)	(8)	....
Summer	(8)	245,994	[9] 320,385	[9] 253,206	[9] 199,424	[9] 147,927	[9] 126,677	[illegible]	(8)	(8)	....
Operation Mainstream	375,772	81,068	85,164	71,550	51,043	41,000	22,319	23,628	....	....	....
Public Service Careers	311,612	30,719	58,301	91,636	89,366	18,460	7,557	15,573	....	....	....
Special Impact [5]	10,138	....	....	....	....	1,100	2,038	7,000	....	....	....
Concentrated Employment Program	950,323	130,268	154,602	166,752	187,592	114,220	93,057	78,411	25,421	....	....
JOBS (federally financed)	784,008	72,914	118,224	169,051	148,820	160,821	89,920	24,258	....	....	....
Work Incentive Program	[illegible]	208,830	174,788	64,085	78,780	100,817	9,000	....	....	....	....
Job Corps	724,954	192,800	202,185	160,187	169,782	....	....	....	....	....	....
Public Employment Program	2,291,922	1,239,143	961,879	....	....	....	....	....	....	....	....

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[1] Includes part-time and other training.

[2] Includes the JOBS-Optional Program (JOP), which began in fiscal 1971, and the MDTA on-the-job training (OJT) program, which ended in fiscal 1970 except for national contracts. Also includes Construction Outreach.

[3] Includes enrollment opportunities made available by MDTA supplemental funds; these were 307,100 in fiscal 1972, 145,000 in fiscal 1971, 64,500 in fiscal 1970, 36,200 in fiscal 1969, and 49,100 in fiscal 1968.

[4] Not available.

[5] Transferred to the Office of Economic Opportunity effective July 1, 1969.

[6] Enrollment opportunities (slots) are not meaningful for CEP because the CEP approach utilizes a variety of program components—orientation, basic education, work experience, and other types of job training. An individual may be enrolled in one or in several components.

[7] The number of first-time enrollments per fiscal year is generally larger than the number of enrollment opportunities (slots) programed, as a slot may be used by more than one individual during the year because of turnover or short-term training. If openings are unfilled, the number of first-time enrollments may be smaller than the number of enrollment opportunities.

[8] Data are not available for NYC components prior to fiscal 1967.

[9] Includes obligations made available by MDTA supplemental funds; these were $130,238,500 in fiscal 1972, $83,246,000 in fiscal 1971, $26,367,800 in fiscal 1970, $7,446,000 in fiscal 1969, and $12,881,000 in fiscal 1968.

Table F–2. Enrollment Opportunities Authorized for Work and Training Programs Administered by the Department of Labor, by State and Program, Fiscal Year 1973[1]

[Thousands]

State	MDTA training		Neighborhood Youth Corps			Operation Main-stream	JOBS (federally financed)
	Institutional, part time, and other	JOP–OJT[2]	In school	Out of school	Summer		
United States	115.3	[3] 66.7	111.3	38.7	511.3	32.3	33.1
Alabama	1.9	1.8	2.8	1.2	9.8	.7	.6
Alaska	.4	.3	.9	.2	2.2	.2	(4)
American Samoa	.1		(4)		.1		
Arizona	1.0	.5	1.0	.4	5.4	.4	.3
Arkansas	1.0	.6	1.7	.6	7.2	1.1	.6
California	9.0	4.4	9.0	3.5	56.2	1.7	2.3
Colorado	1.3	.3	.9	.4	3.4	.2	.5
Connecticut	2.7	.5	.9	.3	10.3	.1	.8
Delaware	.4	.1	.2	.1	2.0		.1
District of Columbia	.7	(4)	1.0	.5	9.0	.1	.2
Florida	3.2	.5	2.4	1.2	13.6	1.0	.8
Georgia	2.9	.8	3.5	.8	10.1	.4	1.0
Guam	.2	.1	(4)	(4)	.7	(4)	
Hawaii	1.7	.2	.2	.1	1.7	.1	(4)
Idaho	.4	.2	.3	.1	1.4	.1	.1
Illinois	1.7	1.5	2.1	1.7	5.4	1.0	1.1
Indiana	1.7	.3	2.6	.9		1.0	.3
Iowa	1.2	.8	1.8	.3	5.0	.4	.3
Kansas	4.5	.3	1.7	.3	5.2	.4	.4
Kentucky	3.3	1.6	4.1	1.2	3.8	2.9	.4
Louisiana	1.6	.5	2.3	.7	13.4	.3	1.7
Maine	.7	.4	.8	.2	3.9	.3	.2
Maryland	3.3	.5	1.0	.5	5.2	.2	.4
Massachusetts	1.3	.5	1.5	.5	18.5	.3	.9
Michigan	3.1	1.1	4.1	1.1	23.8	.8	2.4
Minnesota	1.8	.8	2.3	.3	5.7	1.7	.2
Mississippi	.7	.9	1.7	1.1	11.0	.4	.6
Missouri	2.5	1.0	3.6	.8	15.0	.9	.4
Montana	.5	.3	.3	.1	3.2	.3	.2
Nebraska	.6	.3	1.4	.1	2.9	.3	.2
Nevada	.2	.2	.2	(4)	1.6	.1	(4)
New Hampshire	.4	(4)	.3	.1	2.4	(4)	.1
New Jersey	7.4	2.3	2.7	1.2	20.8	.8	1.2
New Mexico	2.3	.1	.7	.3	4.0	.4	.2
New York	8.6	5.1	7.9	3.7	19.4	1.2	3.8
North Carolina	7.0	.6	3.6	1.4	19.4	.6	1.0
North Dakota	.4	.2	.5	.2	1.9	.4	.4
Ohio	4.6	1.1	6.8	1.8	7.8	.7	.6
Oklahoma	1.6	.6	2.7	.8	6.8	.9	.4
Oregon	1.2	.5	1.1	.2	5.8	.8	.1
Pennsylvania	6.2	1.2	5.0	1.2	27.6	.8	.8
Puerto Rico	1.6	.7	1.9	1.6	40.0	.3	1.0
Rhode Island	.4	.1	.7	.1	3.2	.1	(4)
South Carolina	1.6	.9	2.1	.9	12.7	.5	1.2
South Dakota	.3	.3	.5	.2	2.0	.5	.3
Tennessee	2.2	1.0	2.4	1.2	13.7	1.0	.5
Texas	4.7	.5	6.2	1.8	28.4	2.1	1.9
Trust Territory	.8	(4)	(4)	(4)	.3		
Utah	.6	.3	.6	.2	1.6	.2	.7
Vermont	.5	.3	.3	.2	1.5	.2	(4)
Virginia	1.6	.3	2.1	.8	12.4	.9	1.1
Virgin Islands	(4)	(4)	.1	.1	.4		(4)
Washington	3.9	1.2	2.4	.5	15.0	.3	2
West Virginia	.6	.4	1.1	.5	5.5	.5	.1
Wisconsin	1.6	1.5	2.7	.2	1.1	1.4	.2
Wyoming	.6	.2	.2	.1	1.0	.1	.2

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[1] The Job Corps is not included because recruitment for centers is multistate; the Concentrated Employment Program is not included because enrollment opportunities are not a meaningful concept for the program (see footnote 6, table F-1); data were not available for Public Service Careers and the Work Incentive Program; and the 2-year funding period for the Public Employment Program prevented a clear delineation of enrollment opportunities by fiscal year.

[2] See footnote 2, table F-1.

[3] Includes 26,400 OJT and Construction Outreach employment opportunities under national contracts, data for which are not available by State.

[4] Less than 50.

Table F–3. Federal Obligations for Work and Training Programs Administered by the Department of Labor, by State and Program, Fiscal Year 1973 [1]

[Thousands]

State	MDTA training		Neighborhood Youth Corps			Operation Mainstream	Public Service Careers	Concentrated Employment Program	JOBS (federally financed)	Work Incentive Program [3]	Public Employment Program
	Institutional, part time, and other	JOP-OJT [2]	In school	Out of school	Summer						
United States [4]	$303,814	$76,998	$64,083	$106,854	$245,994	$81,068	$30,719	$130,268	$72,914	$196,040	$1,239,143
Alabama	3,924	683	1,580	3,321	4,053	1,678	16	1,420	969	2,401	12,250
Alaska	1,338	228	286	570	1,140	327	257	...	72	738	7,657
American Samoa	72	17	10	38	26	...	...	...	...	...	177
Arizona	2,549	511	722	1,207	2,991	1,627	65	4,105	915	1,514	12,264
Arkansas	3,325	534	1,059	1,875	2,414	964	115	1,541	1,102	1,681	9,359
California	28,613	4,939	5,624	9,622	24,058	2,995	3,091	12,304	6,407	31,670	190,526
Colorado	2,486	525	354	1,034	1,591	256	356	1,196	1,004	2,791	5,915
Connecticut	5,735	310	769	1,114	4,174	193	104	2,718	1,722	1,566	28,906
Delaware	1,559	110	76	308	624	...	181	...	227	698	3,324
District of Columbia	2,291	75	331	2,803	4,044	...	880	4,690	334	3,620	9,895
Florida	4,933	768	878	2,070	5,231	305	303	2,931	1,691	2,747	18,207
Georgia	4,989	775	1,555	2,015	4,057	636	242	1,947	1,699	3,216	13,478
Guam	122	71	6	164	315	75	...	...	...	156	716
Hawaii	1,569	156	139	216	725	338	...	1,193	61	811	3,511
Idaho	1,164	396	...	345	621	342	...	...	192	925	3,902
Illinois	14,421	3,156	3,563	4,217	13,887	2,419	609	4,597	2,956	5,777	49,817
Indiana	4,721	490	1,779	2,525	5,037	1,045	296	1,901	713	1,404	23,738
Iowa	2,746	745	1,068	741	2,070	916	56	1,222	544	2,480	6,364
Kansas	2,546	479	819	754	2,162	743	57	...	887	2,814	11,095
Kentucky	4,236	921	2,120	2,580	5,985	8,893	...	2,000	545	1,656	18,442
Louisiana	4,883	845	1,379	2,174	5,499	743	8	1,063	3,218	1,752	21,384
Maine	1,177	509	371	589	1,582	483	...	1,861	518	1,190	7,544
Maryland	4,830	492	357	1,656	2,165	608	267	3,157	1,000	4,383	12,168
Massachusetts	7,439	691	1,540	1,747	7,458	515	226	8,329	2,739	5,297	44,538
Michigan	13,639	1,884	2,987	2,867	9,969	1,155	323	4,575	5,614	9,732	85,338
Minnesota	4,769	948	1,564	793	3,331	2,868	835	3,704	342	3,729	19,628
Mississippi	2,870	938	815	2,618	4,155	649	852	2,102	927	2,242	9,338
Missouri	5,226	806	2,030	2,173	6,227	1,369	111	5,720	1,068	2,568	25,081
Montana	1,426	290	216	284	1,169	573	154	608	349	1,178	8,125
Nebraska	1,920	262	521	805	1,497	417	73	595	225	598	4,417
Nevada	1,499	268	75	164	662	122	107	1,284	108	309	3,787
New Hampshire	883	104	310	380	750	141	...	1,020	203	467	2,336
New Jersey	11,204	1,755	1,456	3,367	8,679	1,391	1,243	6,447	2,722	7,092	60,112
New Mexico	2,903	231	449	1,557	1,771	809	16	2,464	466	1,044	7,131
New York	30,928	4,295	4,005	9,581	20,180	1,591	3,432	4,437	9,447	22,325	95,843
North Carolina	4,754	869	1,496	3,221	7,082	892	1,402	3,118	1,269	2,242	13,293
North Dakota	1,022	298	252	333	933	537	271	...	558	777	3,139
Ohio	10,558	1,291	3,773	4,716	9,419	1,944	507	6,946	1,454	4,882	40,881
Oklahoma	3,562	384	1,708	1,628	2,829	1,974	131	1,767	719	1,944	10,188
Oregon	2,992	625	499	592	2,415	1,007	397	1,319	444	4,990	16,699
Pennsylvania	18,017	2,871	3,299	4,236	11,591	1,502	330	6,234	2,376	9,528	69,891
Puerto Rico	3,707	671	1,349	4,703	8,368	266	423	...	2,267	3,382	40,088
Rhode Island	1,540	52	606	308	1,295	64	...	1,301	171	796	7,406
South Carolina	2,730	624	1,024	2,303	5,177	1,236	165	1,957	1,823	1,149	12,477
South Dakota	922	290	278	452	893	893	...	...	436	1,120	4,646
Tennessee	5,024	843	1,211	2,349	6,212	2,283	327	2,681	[illegible]	1,920	14,521
Texas	10,286	1,602	3,496	5,938	10,927	3,892	734	7,444	3,530	6,129	29,030
Trust Territory	133	...	10	165	47	...	...	...	...	...	389
Utah	2,644	350	249	4,416	1,447	934	33	...	1,465	3,562	8,117
Vermont	987	200	138	328	631	427	220	...	112	715	2,904
Virginia	4,892	332	1,356	[illegible]	2,970	1,448	950	1,687	2,453	2,051	9,526
Virgin Islands	376	39	27	335	177	...	...	...	40	96	767
Washington	7,109	1,543	632	1,716	6,217	322	356	1,509	1,165	5,122	62,679
West Virginia	2,108	155	778	1,494	2,272	1,077	1,049	...	165	7,251	12,829
Wisconsin	6,459	841	1,014	610	3,755	1,482	369	2,905	349	5,385	20,599
Wyoming	853	240	86	136	440	153	...	...	279	446	2,231

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[1] Does not include $192,800,000 for the Job Corps because recruitment for Job Corps centers is multistate.

[2] See footnote 2, table F-1.

[3] Does not include $12,790,000 for program support.

[4] Differences between the U.S. total shown for each program and the sum of the amounts by State reflect either funds for national contracts, auditing, or funds transferred to other agencies.

Table F–4. Enrollments, Completions, and Posttraining Employment in MDTA Training Programs, by Type of Program, Fiscal Years 1963–73

[Thousands]

Fiscal year	Total[1]			Institutional training			JOP-OJT[1]		
	Enrollments	Completions	Posttraining employment	Enrollments	Completions	Posttraining employment	Enrollments	Completions	Posttraining employment
1963	34.1	20.1	16.1	32.0	19.2	15.3	2.1	0.9	0.8
1964	77.6	51.3	39.4	68.6	46.0	34.8	9.0	5.3	4.6
1965	156.9	96.3	73.4	145.3	88.8	66.9	11.6	7.5	6.5
1966	235.8	155.7	124.0	177.5	117.7	89.8	58.3	38.0	34.2
1967	265.0	192.6	153.7	150.0	109.0	80.0	115.0	83.6	73.7
1968	241.0	164.2	127.5	140.0	91.0	64.5	101.0	73.2	63.0
1969	220.0	160.0	124.0	135.0	95.0	71.0	85.0	65.0	53.0
1970	221.0	147.0	115.3	130.0	85.0	62.0	91.0	62.0	53.3
1971	203.4	117.1	88.9	155.6	90.3	65.9	[2] 47.8	26.8	23.0
1972	232.7	162.7	132.8	150.6	111.4	81.5	82.1	51.3	51.3
1973	195.2	155.1	128.1	119.6	104.5	77.5	75.6	50.6	50.6

[1] Data for the Construction Outreach Program are not included.

[2] The decline reflects the termination of the OJT program in 1970 except for national contracts, and the slow upstart of the JOBS-Optional Program (JOP).

NOTE: Completions do not include dropouts. Posttraining employment includes persons employed at the time of the last followup. (There are two followups, with the second occurring 6 months after completion of training.)

Table F–5. Characteristics of Trainees Enrolled in MDTA Institutional Training Programs, Fiscal Years 1963–73

[Percent distribution]

Characteristic	All years	Fiscal year of enrollment										
		1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963
Total: Number (thousands)	1,401.2	119.6	150.6	155.6	130.0	135.0	140.0	150.0	177.5	145.3	68.6	32.0
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex:												
Male	59.5	67.3	63.2	58.5	59.4	55.6	55.4	56.8	58.3	60.9	59.7	63.8
Female	40.5	32.7	36.8	41.5	40.6	44.4	44.6	43.2	41.7	39.1	40.3	36.2
Age:												
Under 19 years	13.6	9.1	10.6	13.8	9.1	12.5	14.9	16.4	15.9	18.3	10.6	6.3
19 to 21 years	24.7	26.9	27.3	26.1	28.0	25.0	23.6	23.6	22.2	24.3	24.7	19.1
22 to 34 years	37.9	44.9	42.8	40.2	42.3	38.2	35.5	34.3	35.3	32.4	36.4	43.9
35 to 44 years	14.0	11.6	11.6	11.4	11.9	14.0	15.2	14.7	15.6	14.9	17.5	20.3
45 years and over	9.8	7.5	7.7	8.5	8.8	10.3	10.8	11.0	11.0	10.1	10.8	10.4
Race:												
White	61.0	65.8	61.2	55.6	59.2	55.9	50.8	59.1	62.5	67.7	69.9	76.5
Negro	35.4	30.1	33.1	39.3	36.0	39.7	45.4	38.0	35.2	30.1	28.3	21.4
Other	3.6	4.1	5.7	5.1	4.8	4.4	3.8	2.9	2.3	2.2	1.8	2.1
Spanish speaking: Total	12.1	9.9	12.4	12.8	12.8	--------	--------	--------	--------	--------	--------	--------
Mexican American	54.7	55.4	53.7	52.0	58.2	--------	--------	--------	--------	--------	--------	--------
Puerto Rican	20.4	15.0	20.4	22.4	23.0	--------	--------	--------	--------	--------	--------	--------
Other	24.9	29.6	25.9	25.6	18.8	--------	--------	--------	--------	--------	--------	--------
Years of school completed:												
Under 8 years	6.5	3.1	4.0	5.4	6.4	9.0	9.2	7.5	6.7	8.1	5.7	3.1
8 years	8.5	4.7	5.7	7.0	8.2	9.8	10.0	10.7	9.6	10.2	8.4	7.6
9 to 11 years	35.6	28.6	32.0	36.2	38.1	38.8	40.6	38.9	35.7	34.1	33.3	30.0
12 years	43.1	53.6	50.4	45.4	42.7	37.9	34.7	38.0	42.0	41.8	45.2	50.4
Over 12 years	6.3	10.0	7.9	6.0	4.5	4.5	5.5	4.9	6.0	5.8	7.4	8.9
Family status:												
Head of family or household	56.0	63.4	59.6	58.1	58.0	56.5	54.6	53.6	53.5	51.8	53.3	62.1
Other	44.0	36.6	40.4	41.9	42.0	43.5	45.4	46.4	46.5	48.2	46.7	37.9
Wage earner status:												
Primary	70.2	82.5	78.8	73.3	75.2	74.3	72.2	68.7	65.5	56.5	59.3	68.0
Other	29.8	17.5	21.2	26.7	24.8	25.7	27.8	31.3	34.5	43.5	40.7	32.0
Family income:												
Below $1,000	10.5	11.4	11.6	9.6	9.5	--------	--------	--------	--------	--------	--------	--------
$1,000 to $1,999	18.1	16.4	18.8	18.0	18.9	--------	--------	--------	--------	--------	--------	--------
$2,000 to $2,999	17.3	14.5	17.1	17.9	19.4	--------	--------	--------	--------	--------	--------	--------
$3,000 to $3,999	15.7	13.3	16.0	16.5	16.5	--------	--------	--------	--------	--------	--------	--------
$4,000 to $4,999	11.6	13.1	11.1	11.3	11.2	--------	--------	--------	--------	--------	--------	--------
$5,000 to $5,999	7.4	7.5	7.1	7.6	7.6	--------	--------	--------	--------	--------	--------	--------
$6,000 to $6,999	5.4	6.0	5.3	5.4	5.0	--------	--------	--------	--------	--------	--------	--------
$7,000 and over	14.0	17.8	13.0	13.7	11.9	--------	--------	--------	--------	--------	--------	--------
Years of gainful employment:												
Under 3 years	42.0	39.7	43.1	46.1	45.6	45.4	45.3	43.1	39.1	42.8	32.5	22.7
3 to 9 years	36.4	42.2	39.4	35.2	35.0	33.5	32.8	34.4	37.0	33.7	41.3	45.6
10 years or more	21.6	18.1	17.4	18.7	19.5	21.1	21.9	22.5	23.9	23.5	26.2	31.7
Prior employment status:												
Unemployed	71.2	65.4	72.2	72.7	73.8	79.6	79.7	80.3	82.8	87.8	90.5	92.1
Underemployed	13.6	13.6	12.2	13.5	15.2	16.9	16.5	15.8	12.7	7.3	7.8	6.7
Not in labor force	[1]7.5	11.4	8.3	6.1	4.7	3.5	3.8	3.9	4.5	4.9	1.7	1.2
Other	[1]7.7	9.6	7.3	7.7	6.3							
Duration of unemployment:												
Under 5 weeks	30.9	28.1	24.8	26.4	31.4	32.3	31.0	35.9	35.5	32.9	28.5	24.0
5 to 14 weeks	23.4	21.6	21.7	23.5	25.9	24.6	24.1	23.6	22.9	23.2	23.6	26.2
15 to 26 weeks	14.8	15.7	16.6	17.5	17.1	14.4	15.5	13.5	12.6	13.1	14.1	17.6
27 to 52 weeks	17.9	31.7	34.2	30.9	24.0	15.9	11.5	9.6	10.2	10.6	12.1	13.1
Over 52 weeks	13.0	2.9	2.7	1.8	1.6	12.8	17.9	17.4	18.8	20.2	21.7	19.1
Disadvantaged	65.3	58.0	66.4	66.3	65.2	--------	--------	--------	--------	--------	--------	--------
Poverty status	62.6	59.5	65.3	63.4	61.1	--------	--------	--------	--------	--------	--------	--------
Public assistance recipient	12.5	12.9	14.8	15.8	12.9	13.4	12.6	12.1	11.2	10.5	9.7	8.
UI claimant	12.3	9.6	11.7	9.9	9.1	7.3	8.8	10.0	13.2	16.5	23.0	31.5
Handicapped	9.8	12.4	12.1	11.1	12.1	10.6	9.3	10.0	8.4	7.4	6.7	7.4
Eligible for allowance	77.6	78.9	82.3	79.6	87.9	80.1	82.1	82.0	78.6	67.3	57.7	66.9
Prior military service:												
Veteran	24.0	38.2	31.0	23.1	19.6	17.2	17.5	20.5	25.1	27.6	16.3	22.5
Rejectee	3.8	1.7	2.5	3.9	5.2	5.3	5.4	5.8	4.6	3.0	.1	.1
Other nonveteran	72.2	60.1	66.4	72.9	75.2	77.5	77.1	73.7	70.3	69.4	83.6	77.4

[1] Average based on data for fiscal years 1970-73 only.

Table F–6. Characteristics of Trainees Enrolled in MDTA Institutional Training Programs, by Sex, Race, and Years of School Completed, Fiscal Year 1973

[Percent distribution]

Characteristic	All enrollees			Race			Years of school completed			
	Total	Male	Female	White	Negro	Other	Under 8 years	8 years	9 to 11 years	12 years or more
Total: Number (thousands)	119.6	80.4	39.3	78.7	36.1	4.8	3.7	5.6	34.2	76.1
Percent	100.0	67.3	32.7	65.8	30.1	4.1	3.1	4.7	28.6	63.6
Sex:										
Male	67.3	100.0	----------	70.9	59.1	69.4	72.7	73.6	67.3	66.5
Female	32.7	----------	100.0	29.1	40.9	30.6	27.3	26.4	32.7	33.5
Age:										
Under 19 years	9.1	7.4	12.5	8.7	10.1	8.6	7.3	11.3	15.1	6.3
19 to 21 years	26.9	27.1	26.4	26.0	29.3	23.2	12.4	19.6	30.6	26.5
22 to 34 years	44.9	48.2	38.4	44.2	46.6	48.9	39.1	40.1	40.4	47.7
35 to 44 years	11.6	11.3	12.3	12.5	9.7	13.1	20.4	15.0	8.3	12.4
45 years and over	7.5	5.9	10.4	8.6	4.2	6.2	20.9	14.0	5.7	7.1
Race:										
White	65.8	69.3	58.4	100.0	----------	----------	68.8	71.5	57.5	68.9
Negro	30.1	26.5	37.8	----------	100.0	----------	20.8	21.7	37.8	27.9
Other	4.1	4.2	3.8	----------	----------	100.0	10.4	6.9	4.6	3.2
Spanish speaking: Total	9.9	9.3	10.5	11.4	2.6	29.1	36.7	16.4	11.5	7.0
Mexican American	55.4	58.3	49.7	60.4	8.9	65.6	76.5	60.5	50.4	52.4
Puerto Rican	15.0	16.5	11.1	11.5	19.9	14.1	8.9	13.2	21.5	11.3
Other	29.6	25.1	39.1	28.1	71.2	20.4	14.6	26.3	28.2	36.3
Years of school completed:										
Under 8 years	3.1	3.3	2.5	3.2	2.1	7.9	100.0	----------	----------	----------
8 years	4.7	5.1	3.8	5.1	3.4	8.0	----------	100.0	----------	----------
9 to 11 years	28.6	28.6	28.6	25.0	35.8	32.8	----------	----------	100.0	----------
12 years	53.6	52.3	56.2	55.0	52.2	42.5	----------	----------	----------	84.2
Over 12 years	10.0	10.6	8.9	11.7	6.5	8.8	----------	----------	----------	15.8
Family status:										
Head of family or household	63.4	67.1	55.7	65.9	58.4	59.2	67.9	65.5	59.6	64.7
Other	36.6	32.9	44.3	34.1	41.6	40.8	32.1	34.5	40.4	35.3
Wage earner status:										
Primary	82.5	88.6	70.1	84.3	78.9	81.8	81.8	81.5	80.3	83.6
Other	17.5	11.4	29.9	15.7	21.1	18.2	18.2	18.5	19.7	16.4
Family income:										
Below $1,000	11.4	9.6	14.7	10.1	13.8	15.7	14.2	14.7	15.9	9.1
$1,000 to $1,999	16.4	14.0	21.0	14.9	19.3	20.9	22.9	20.3	21.4	13.7
$2,000 to $2,999	14.5	12.9	17.8	13.7	16.3	14.8	22.5	17.2	17.2	12.9
$3,000 to $3,999	13.3	13.1	13.7	12.9	14.3	13.7	15.7	15.7	13.5	13.0
$4,000 to $4,999	13.1	15.2	9.0	13.5	12.1	13.1	10.1	12.3	10.6	14.4
$5,000 to $5,999	7.5	8.2	6.2	7.6	7.5	6.9	5.0	5.7	6.4	8.2
$6,000 to $6,999	6.0	6.9	4.2	6.4	5.2	5.4	3.5	4.3	4.5	6.9
$7,000 and over	17.8	20.0	13.4	20.9	11.6	9.5	6.0	9.8	10.5	21.9
Years of gainful employment:										
Under 3 years	39.7	32.8	54.1	35.2	49.0	43.1	27.8	35.7	49.1	36.5
3 to 9 years	42.2	46.5	33.4	44.4	37.8	40.1	34.7	36.0	37.2	45.3
10 years or more	18.1	20.7	12.4	20.4	13.2	16.7	37.5	28.3	13.7	18.3
Prior employment status:										
Unemployed	65.4	59.2	77.9	60.3	75.2	73.1	75.4	74.2	77.3	58.9
Underemployed	13.6	13.5	13.8	15.9	9.0	10.8	7.8	9.1	9.3	16.2
Not in labor force	11.4	15.6	3.0	12.3	10.2	7.1	9.9	10.7	8.6	12.8
Other	9.6	11.7	5.4	11.5	5.6	9.0	7.0	6.0	4.9	12.2
Duration of unemployment:										
Under 5 weeks	28.1	32.4	21.2	31.8	21.4	27.8	34.4	23.7	26.1	28.8
5 to 14 weeks	21.6	24.0	17.9	22.3	20.1	22.8	17.8	20.1	22.7	21.4
15 to 26 weeks	15.7	16.6	14.2	15.4	16.2	14.8	14.2	18.6	15.9	15.9
27 to 52 weeks	31.7	25.1	42.4	27.5	39.4	30.3	29.8	33.6	32.5	31.1
Over 52 weeks	2.9	2.0	4.3	2.9	2.8	4.3	3.7	4.0	2.9	2.7
Disadvantaged	58.0	51.4	71.5	48.9	75.7	74.6	86.0	78.8	77.2	46.5
Poverty status	59.5	52.0	74.3	52.4	73.2	72.3	88.9	76.7	74.9	50.0
Public assistance recipient	12.9	6.0	26.8	9.3	20.6	11.6	16.1	16.3	17.3	10.4
UI claimant	9.6	11.3	6.1	10.8	7.5	5.7	8.3	8.4	9.4	9.9
Handicapped	12.4	14.6	7.6	14.0	9.2	10.1	21.7	22.5	13.7	10.4
Eligible for allowance	78.9	72.8	91.6	75.5	86.3	82.0	91.1	88.7	90.3	72.7
Prior military service:										
Veteran	38.2	55.3	1.9	42.7	29.4	29.1	18.1	30.1	28.4	44.1
Rejectee	1.7	2.5	.1	1.7	1.8	1.5	4.3	3.4	2.4	1.2
Other nonveteran	60.1	42.3	98.0	55.6	68.8	69.4	77.6	66.4	69.2	54.7

Table F–7. Characteristics of Trainees Enrolled in MDTA Institutional Training Programs, by State, Fiscal Year 1973

State	Number of enrollees (thousands)	Percent of total							
		Male	White	Age			Years of school completed		
				Under 22 years	22 to 44 years	45 years and over	8 years or less	9 to 11 years	12 years or more
United States	119.6	67.8	65.8	35.9	56.6	7.5	7.8	28.6	63.6
Alabama	2.0	61.6	45.0	34.5	53.3	12.2	11.3	25.4	63.3
Alaska	.5	65.8	78.2	21.6	61.3	17.1	11.8	24.5	63.7
Arizona	1.0	65.4	68.1	28.8	64.7	6.5	6.4	21.2	72.4
Arkansas	1.1	63.8	64.2	38.0	55.9	6.1	8.4	30.8	60.8
American Samoa	(1)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
California	10.6	70.6	67.2	31.1	60.3	8.6	7.8	29.7	62.5
Colorado	2.0	72.5	84.8	33.6	59.7	6.7	4.6	14.8	80.6
Connecticut	3.1	60.1	58.7	38.6	51.4	10.0	11.4	32.6	56.0
Delaware	.3	75.4	36.6	38.7	56.2	5.1	6.7	41.5	51.8
District of Columbia	1.0	84.2	42.6	30.6	64.2	5.2	4.4	29.0	66.8
Florida	1.8	61.3	49.9	45.2	48.5	6.3	5.4	31.7	62.9
Georgia	2.6	69.9	60.8	35.5	56.3	8.2	5.4	21.9	72.7
Guam	.2	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Hawaii	1.5	95.6	81.6	47.8	48.8	3.4	1.6	11.1	87.3
Idaho	.7	76.0	85.9	34.7	58.9	6.4	15.2	32.4	52.4
Illinois	3.2	58.0	45.0	37.6	57.5	4.9	6.4	34.8	58.8
Indiana	1.8	65.7	56.8	45.2	48.9	5.9	11.3	43.8	44.9
Iowa	1.0	58.0	89.4	42.7	48.9	8.4	7.0	30.6	62.4
Kansas	4.1	85.5	75.6	25.1	71.5	3.4	3.7	12.5	83.8
Kentucky	1.9	62.9	77.4	42.9	51.5	5.6	8.1	19.3	72.6
Louisiana	1.3	53.5	64.0	37.5	56.4	6.1	8.6	28.6	62.8
Maine	.6	50.5	99.8	43.6	49.5	6.9	6.4	26.1	67.5
Maryland	2.3	50.2	52.2	32.3	57.5	10.2	8.3	27.0	64.7
Massachusetts	2.5	49.5	76.2	28.4	56.8	14.8	14.9	32.6	52.5
Michigan	6.2	49.7	68.9	33.0	54.3	12.7	5.5	23.3	71.2
Minnesota	2.0	68.1	84.3	38.5	54.5	7.0	4.9	34.5	60.6
Mississippi	1.0	69.3	68.5	28.0	62.2	9.8	10.0	23.7	66.3
Missouri	2.5	65.0	60.1	31.6	62.9	5.5	6.7	29.5	63.8
Montana	.6	58.9	88.9	33.0	61.9	5.1	8.7	32.9	58.4
Nebraska	7	51.6	79.8	38.0	54.1	7.9	7.2	37.4	55.4
Nevada	.2	51.5	63.1	24.0	63.3	12.7	.5	25.1	74.4
New Hampshire	.5	57.9	98.1	32.8	57.2	10.0	11.9	28.4	59.7
New Jersey	8.0	62.3	47.8	37.8	52.7	9.5	9.1	37.0	53.9
New Mexico	.8	59.6	65.3	11.8	62.3	25.9	14.6	24.8	60.6
New York	6.2	64.4	49.5	36.9	55.9	7.2	9.3	46.6	44.1
North Carolina	4.8	81.7	65.0	50.5	46.5	3.0	4.8	20.2	75.0
North Dakota	.4	58.9	76.9	38.3	49.5	12.2	23.0	38.0	39.0
Ohio	7.2	64.0	52.6	40.0	56.1	3.9	5.7	36.7	57.6
Oklahoma	2.9	68.4	69.4	32.4	59.0	8.6	7.8	29.2	63.0
Oregon	1.3	64.4	85.1	36.3	57.0	6.7	11.4	33.0	55.6
Pennsylvania	4.5	75.4	65.9	38.4	55.7	5.9	4.4	26.9	68.7
Puerto Rico	1.5	73.7	(2)	28.1	59.6	12.3	8.8	33.3	57.9
Rhode Island	.5	68.4	81.6	35.6	55.5	8.9	25.2	35.1	39.7
South Carolina	1.1	62.5	54.8	33.9	61.7	4.4	8.9	22.5	68.6
South Dakota	.2	57.7	85.1	37.5	54.5	8.0	10.3	16.1	73.6
Tennessee	2.1	81.5	62.1	40.7	55.4	3.9	6.2	24.1	69.7
Texas	7.5	70.6	75.1	31.5	60.1	8.4	8.4	20.0	71.6
Trust Territory	(1)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Utah	.9	80.7	72.2	30.2	60.0	9.8	9.6	32.2	58.2
Vermont	.5	33.1	99.3	39.3	50.[illegible]	9.8	16.8	35.9	47.3
Virginia	2.0	77.6	74.4	33.7	5[illegible]	7.7	10.6	19.1	70.3
Virgin Islands	(1)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Washington	3.3	73.8	75.2	27.7	59.8	12.5	8.6	24.2	67.2
West Virginia	.5	65.0	94.6	23.6	71.1	5.3	9.1	21.1	69.8
Wisconsin	2.0	68.8	68.8	50.4	45.3	4.3	6.2	37.1	56.7
Wyoming	.4	69.4	81.9	32.5	62.4	5.1	12.5	42.3	45.2

[1] Less than 50.

[2] Not available.

Table F–8. Characteristics of Selected Groups of Trainees Enrolled in MDTA Institutional Training Programs, Fiscal Year 1973

[Percent distribution]

Characteristic	Total	Spanish speaking	Inmates	Transition Program trainees	Veterans	Individual referrals	Skills centers trainees	Part time	Redevelopment area residents
Total: Number (thousands)	119.6	11.8	3.7	17.1	45.7	12.1	32.3	7.3	6.1
Percent	100.0	9.9	3.1	14.3	38.2	10.1	27.0	6.1	5.1
Sex:									
Male	67.3	64.9	95.3	98.2	98.4	60.3	62.6	66.3	70.3
Female	32.7	35.1	4.7	1.8	1.6	39.7	37.4	33.7	29.7
Age:									
Under 19 years	9.1	11.1	6.6	1.2	1.2	9.9	11.0	2.7	11.5
19 to 21 years	26.9	27.8	26.4	33.7	18.6	21.9	28.6	14.7	23.7
22 to 34 years	44.9	44.0	56.4	44.4	56.8	46.7	45.4	43.4	45.1
35 to 44 years	11.6	10.9	7.2	17.3	15.6	12.9	8.9	20.3	11.3
45 years and over	7.5	6.3	3.4	3.5	7.8	8.5	6.1	18.9	8.4
Race:									
White	65.8	79.2	52.1	78.1	73.7	79.8	52.5	84.6	65.8
Negro	30.1	8.4	45.8	18.5	23.2	15.4	44.6	12.8	21.2
Other	4.1	12.4	2.1	3.3	3.0	4.9	2.8	2.6	13.0
Spanish speaking: Total	9.9	100.0	8.3	5.4	6.7	10.3	8.3	8.6	10.7
Mexican American	55.4	....	30.9	66.2	53.0	48.5	38.9	55.4	68.3
Puerto Rican	15.0	....	13.8	15.8	20.8	9.7	27.9	5.3	5.6
Other	29.6	....	55.2	18.0	26.2	41.7	33.3	39.3	26.2
Years of school completed:									
Under 8 years	3.1	12.2	7.7	.5	1.4	1.8	2.3	2.5	4.7
8 years	4.7	7.9	11.8	1.4	3.7	3.6	5.2	2.9	6.6
9 to 11 years	28.6	34.1	49.1	9.4	21.2	20.9	39.0	13.9	29.5
12 years	53.6	39.7	27.4	74.1	61.8	60.6	48.4	54.8	50.4
Over 12 years	10.0	6.1	3.9	14.6	11.8	13.1	5.1	26.0	8.8
Family status:									
Head of family or household	63.4	61.1	58.7	76.6	73.9	69.4	58.8	66.6	62.4
Other	36.6	38.9	41.3	23.4	26.1	30.6	41.2	33.4	37.6
Wage earner status:									
Primary	82.5	77.9	76.8	97.2	94.0	82.4	81.8	77.1	75.4
Other	17.5	22.1	23.2	2.8	6.0	17.6	18.2	22.9	24.6
Family income:									
Below $1,000	11.4	12.7	32.0	.9	6.6	11.6	15.7	2.1	11.6
$1,000 to $1,999	16.4	19.7	20.1	1.1	11.3	17.6	22.7	3.7	16.4
$2,000 to $2,999	14.5	17.6	16.5	4.7	11.4	16.4	17.3	4.8	16.8
$3,000 to $3,999	13.3	15.3	9.3	11.3	12.4	14.9	13.3	7.3	16.1
$4,000 to $4,999	13.1	12.0	5.8	28.4	17.2	11.3	9.7	15.0	10.8
$5,000 to $5,999	7.5	6.9	5.2	11.9	9.5	7.1	7.0	8.9	7.9
$6,000 to $6,999	6.0	5.0	2.9	12.5	8.2	6.0	4.5	7.4	5.8
$7,000 and over	17.8	10.8	8.2	29.3	23.3	15.0	9.8	50.9	14.5
Years of gainful employment:									
Under 3 years	39.7	42.0	50.6	24.7	18.5	36.1	46.3	18.0	40.7
3 to 9 years	42.2	40.3	36.5	54.8	54.4	42.6	40.0	40.0	40.2
10 years or more	18.1	17.8	12.8	20.5	27.0	21.3	13.7	42.0	19.1
Prior employment status:									
Unemployed	65.4	74.0	17.8	4.1	56.7	71.6	88.5	15.0	79.6
Underemployed	13.6	12.4	.8	19.1	13.7	18.7	8.5	36.3	11.1
Not in labor force	11.4	6.8	81.3	44.4	17.9	5.0	1.8	1.0	3.4
Other	9.6	6.8	....	32.3	11.6	4.7	1.3	47.7	5.8
Duration of unemployment:									
Under 5 weeks	28.1	32.1	11.9	37.1	32.7	28.4	25.4	30.7	37.0
5 to 14 weeks	21.6	21.7	7.8	20.0	25.0	21.0	22.7	20.0	21.7
15 to 26 weeks	15.7	15.5	17.4	14.6	17.5	16.1	16.8	14.2	14.5
27 to 52 weeks	31.7	28.2	57.3	27.5	22.8	31.0	32.9	29.5	24.3
Over 52 weeks	2.9	2.4	5.6	.7	1.9	3.5	2.3	5.6	2.4
Disadvantaged	58.0	74.3	90.4	9.6	41.0	60.0	78.4	15.6	63.7
Poverty status	59.5	72.6	89.6	11.5	41.9	65.4	75.9	14.9	64.2
Public assistance recipient	12.9	14.8	2.3	.6	4.5	13.2	19.6	4.1	9.8
UI claimant	9.6	9.9	.7	1.0	15.2	13.7	11.9	3.9	11.2
Handicapped	12.4	7.9	64.4	2.4	13.3	14.8	12.0	3.5	10.5
Eligible for allowance	78.9	87.2	78.7	4.4	67.3	92.2	97.9	65.3	90.9
Prior military service:									
Veteran	38.2	26.3	26.1	67.2	100.0	39.1	34.7	41.4	36.7
Rejectee	1.7	1.1	10.5	.3	....	1.6	1.3	1.5	1.9
Other nonveteran	60.1	72.5	63.4	32.5	....	59.3	64.0	57.0	6 3

Table F-9. Occupational Training of Enrollees in MDTA Training Programs, by Type of Program, Fiscal Year 1973

[Numbers in thousands]

Major occupation group and selected [1] occupations	Institutional		JOP-OJT [2]	
	Number	Percent distribution	Number	Percent distribution
Total	119.6	...	75.6	...
Basic education and other nonoccupational training	24.4	...	...	...
Occupational training	95.2	100.0	75.6	100.0
Professional, technical, managerial	11.1	11.6	3.7	4.9
Architecture and engineering	1.8	1.9	...	...
Occupations in medicine and health	7.1	7.5	...	...
Managerial occupations in miscellaneous industries	...	...	1.1	1.5
Clerical and sales	19.1	20.0	8.7	11.5
Stenography, typing, filing, and related	11.8	12.4	2.0	2.6
Computing and account recording	5.3	5.6	1.6	2.1
Material and production recording	...	...	2.0	2.6
Saleswork, commodities	...	...	1.0	1.3
Merchandising occupations, except salespersons	...	...	1.1	1.4
Service	11.1	11.7	5.0	6.6
Food and beverage preparation and service	3.1	3.3	1.9	2.5
Barbering, cosmetology, and related services	1.0	1.1	...	...
Miscellaneous personal services	4.7	4.9	...	...
Protective services	1.2	1.3	...	...
Building and related services	...	...	.8	1.0
Farming, fishery, forestry, and related	1.0	1.1	.6	.8
Processing	.4	.4	5.1	6.7
Processing of food, tobacco, and related products	...	...	1.3	1.7
Processing of chemicals, plastics, synthetics, rubber, paint, and related products	...	...	1.6	2.1
Processing of stone, clay, glass, and related products	...	...	.8	1.0
Machine trades	20.3	21.3	18.2	24.1
Metal machining	4.7	4.9	3.3	4.4
Metalworking, n.e.c	...	...	2.3	3.0
Mechanics and machinery repairers	14.5	15.2	6.7	8.8
Wood machinery	...	...	2.0	2.7
Textile occupations	...	...	2.2	2.9
Machine work, n.e.c.	...	...	1.1	1.5
Benchwork	3.6	3.8	10.6	14.0
Fabrication, assembly, and repair of metal products, n.e.c.	...	...	1.4	1.8
Assembly and repair of electrical equipment	1.7	1.8	2.9	3.8
Fabrication and repair of scientific and medical equipment	...	...	.8	1.0
Fabrication and repair of textile, leather, and related	...	...	3.0	4.0
Structural work	25.3	26.6	18.8	24.9
Metal fabricating, n.e.c	4.5	4.7	5.3	7.0
Welding, flame cutting, and related	9.5	10.0	2.4	3.2
Electrical assembly, installing, and repairing	2.9	3.0	1.9	2.5
Painting, plastering, waterproofing, and cementing	1.3	1.4	1.3	1.7
Excavating, grading, paving, and related occupations	...	...	1.1	1.4
Construction work occupations, n.e.c	5.6	5.9	6.0	8.0
Miscellaneous	3.3	3.5	4.9	6.5
Motor freight occupations	1.7	1.8	.8	1.0
Packaging and materials handling	...	...	1.7	2.2
Production and distribution of utilities	...	...	1.0	1.3
Transportation occupations	...	...	1.4	1.8

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[1] Data are shown separately only for those occupations in each major group with 1 percent or more of the trainees in each program.

[2] See footnote 2, table F-1. Does not include Construction Outreach enrollments, which are included in table F-1.

Table F-10. Characteristics of Trainees Enrolled in Selected Training Programs Administered by the Department of Labor, Fiscal Year 1973 [1]

[Percent distribution]

Characteristic	JOP-OJT [2]	Neighborhood Youth Corps		Operation Mainstream	Concentrated Employment Program	JOBS (federally financed)	Work Incentive Program	Job Corps	Public Employment Program
		In school [3]	Out of school						
Total: Number (thousands)	75.6	553.7	74.7	37.5	68.8	51.5	238.5	43.4	177.9
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex:									
Male	77.2	53.1	46.3	65.6	54.7	69.6	30.0	73.6	72.3
Female	22.8	46.9	53.7	34.4	45.3	30.4	70.0	26.4	27.7
Age:									
Under 19 years	7.4	97.8	93.3	.6	14.9	15.7	18.0	[4] 78.7	13.1
19 to 21 years	25.1	2.2	4.9	1.4	31.2	28.9		[5] 21.3	16.8
22 to 34 years	50.4		1.8	33.7	41.1	50.6	74.1		60.8
35 to 44 years	9.9			12.0	7.5				
45 years and over	7.2			52.3	5.3	4.8	7.9		9.3
Race:									
White	73.1	42.9	47.6	70.7	35.9	49.1	52.1	36.7	65.0
Negro	21.9	48.4	44.2	19.7	58.0	40.5	44.6	59.2	26.1
Other	5.0	8.7	8.2	9.6	6.1	10.4	3.3	4.1	8.9
Spanish speaking: Total	14.4	14.0	17.6	14.4	16.3	16.6	9.7	12.0	14.2
Mexican American	40.5		59.7	55.6	50.6	44.9	84.7	65.2	53.6
Puerto Rican	22.4		12.1	1.5	16.9	21.4	6.6	34.8	10.2
Other	37.1		28.2	42.9	32.5	33.7	8.7		36.2
Years of school completed:									
Under 8 years	4.7	4.5	7.4	23.3	4.9	7.5	10.4	9.1	3.0
8 years	5.8	14.0	17.1	19.0	6.8	7.1	9.0	18.9	26.1
9 to 11 years	29.1	75.8	74.9	27.0	41.5	38.8	38.8	62.6	
12 years	48.2	5.7	.6	26.6	42.4	41.0	34.4	9.3	41.5
Over 12 years	12.2			4.1	4.4	5.6	7.4	.1	29.4
Family status:									
Head of family or household	[6] 62.2	1.1	12.2	82.7	62.2				
Other	[6] 37.8	98.9	87.8	17.3	37.8				
Wage earner status:									
Primary	[6] 73.9		13.4	88.0	70.3				
Other	[6] 26.1		86.6	12.0	29.7				
Family income:									
Below $1,000	8.9	5.8	7.2	13.6	19.5	17.9		[7] 3.7	
$1,000 to $1,999	17.6	10.5	17.2	36.7	27.6	30.9		[7] 8.8	
$2,000 to $2,999	17.2	16.6	21.0	28.4	21.3	21.4		[7] 13.6	
$3,000 to $3,999	15.5	23.3	22.9	12.5	15.8	15.4		[7] 22.5	
$4,000 to $4,999	11.4	22.4	16.0	5.2	8.8	14.4		[7] 21.8	
$5,000 to $5,999	7.5	21.4	8.5	2.0	4.0			[7] 14.7	
$6,000 to $6,999	5.0		4.2	.8	1.6			[7] 7.6	
$7,000 and over	16.9		3.0	.8	1.4			[7] 7.3	
Years of gainful employment:									
Under 3 years	[6] 38.6		98.8	27.5	58.6				
3 to 9 years	[6] 35.4		1.2	26.0	30.9				
10 years or more	[6] 26.0			46.5	10.5				
Prior employment status:									
Unemployed	[6] 48.3		83.8	85.3	94.3				91.2
Underemployed	[6] 12.9		3.0	7.2	3.5				8.8
Not in labor force	[6] 6.3		12.2	6.0	1.2				
Other	[6] 32.5		1.0	1.5	1.0				
Duration of unemployment:									
Under 5 weeks	[6] 31.0		15.2	12.8	21.5	10.6			33.3
5 to 14 weeks	[6] 24.0		18.7	19.4	24.2	20.0			23.1
15 to 26 weeks	[6] 14.9		11.0	19.4	16.0	22.0			43.6
27 to 52 weeks	[6] 28.8		52.8	38.7	36.9				
Over 52 weeks	[6] 1.3		2.3	9.7	1.4				
Disadvantaged	68.4	100.0	97.5	93.7	99.0	100.0	87.4	100.0	37.5
Poverty status	[6] 36.0	100.0	98.9	98.2	99.0	100.0		100.0	
Public assistance recipient	8.6	37.3	38.6	19.9	15.7	17.0	100.0	39.5	14.2
UI claimant	[6] 7.2		8.5	10.5	3.2				
Handicapped	[6] 11.7		2.8	14.3	8.1	4.4			4.2
Eligible for allowance	20.2		82.2	71.9	90.2		100.0		
Prior military service:									
Veteran	29.0		.7	29.7	16.8	23.9	8.1	1.0	
Rejectee	7.2		.5	8.7	1.9			4.1	
Other nonveteran	63.8		98.8	61.6	81.3	76.1		94.9	

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[1] Characteristics of enrollees in these programs in years prior to 1971 were published in the *1971 Manpower Report;* 1971 data were published in the *1972 Report;* 1972 data were published in the *1973 Report.*

[2] See footnote 2, table F-1. Enrollees in the Construction Outreach Program are not included.

[3] Includes enrollees in summer programs.

[4] Consists of 37 percent, under 17 years old; 25 percent, 17 years old; and 16 percent, 18 years old.

[5] Consists of 11 percent, 19 years old; and 10 percent, 20 and 21 years old.

[6] Characteristic relates to OJT component only.

[7] Job Corps income information does not include data on income levels of welfare recipients, who comprise nearly 40 percent of the total enrollees.

Table F–11. Characteristics of Insured Unemployed and Benefits Under State Programs, 1971–72 [1]

Item	1972	1971
Characteristic (percent distribution)		
Total (percent)	100.0	100.0
Sex:		
Male	61.5	61.4
Female	38.5	38.6
Age:		
Both sexes: Under 22 years	8.0	7.7
22 to 34 years	33.5	33.0
35 to 44 years	17.8	18.8
45 years and over	40.7	40.5
Male: Under 22 years	8.1	8.0
22 to 34 years	35.1	34.6
35 to 44 years	17.4	18.2
45 years and over	39.4	39.2
Female: Under 22 years	7.8	7.4
22 to 34 years	31.0	30.8
35 to 44 years	18.6	19.9
45 years and over	42.6	41.9
Characteristic (percent distribution)—Continued		
Race:		
White	80.8	80.5
Negro and other races	19.2	19.5
Weeks unemployed:		
Under 5 weeks	32.5	34.3
5 to 14 weeks	42.9	43.3
15 weeks and over	24.6	22.4
Benefits		
Number receiving first benefit check during year (thousands)	[2] 5,381	654.0
Total benefits paid during year (millions)	$4,471	$4,957
Average weekly benefit amount	[2] $55.82	$54.02
Average weeks compensated per beneficiary	[2] 14.3	14.4
Number exhausting benefits during year (thousands)	1,811	2,007

[1] Data relate to calendar years instead of fiscal years as previously published.

[2] Excludes New Jersey, data for which were not available.

Table F–12. Total and Disadvantaged Applicants Counseled and Placed in Nonfarm Jobs by the U.S. Employment Service, Fiscal Years 1972–73

[Thousands]

State	All applicants						Disadvantaged applicants					
	Total		Counseled		Placed in nonfarm jobs [1]		Total		Counseled		Placed in nonfarm jobs [1]	
	FY 1973	FY 1972	FY 1973	FY 1972	FY 1973	FY 1972	FY 1973	FY 1972	FY 1973	FY 1972	FY 1973	FY 1972
United States [2]	17,505.9	14,094.5	1,142.0	1,048.4	2,816.8	1,975.2	4,061.2	2,765.3	542.9	479.8	726.4	488.4
Alabama	303.0	277.2	18.6	19.2	62.9	44.9	95.9	67.6	10.2	10.0	21.5	13.1
Alaska	47.6	33.4	2.8	2.7	10.1	6.9	5.0	4.0	.8	1.0	1.0	.9
Arizona	269.7	173.8	7.5	7.3	61.4	32.0	60.7	33.4	5.2	4.0	18.2	7.8
Arkansas	211.3	167.5	10.1	9.7	55.8	40.8	74.3	57.2	6.4	6.3	17.0	13.0
California	1,734.0	1,233.8	62.3	72.7	267.2	174.9	585.2	403.9	35.1	43.8	89.0	64.4
Colorado	244.5	212.4	16.7	15.0	38.0	34.9	51.7	26.1	8.6	6.6	10.1	5.8
Connecticut	381.5	337.4	15.3	16.2	31.4	25.8	35.9	23.7	7.5	7.1	5.9	4.1
Delaware	38.7	22.7	5.0	2.3	3.8	1.2	7.9	3.8	2.4	1.0	1.3	(3)
District of Columbia	155.2	145.7	24.5	16.0	28.0	20.3	69.1	53.4	17.8	9.7	16.7	14.1
Florida	451.9	336.1	25.4	24.6	91.9	72.7	93.5	67.0	10.8	11.9	18.7	16.8
Georgia	392.0	202.4	23.6	13.5	73.8	39.6	133.7	55.2	15.5	8.2	26.8	12.6
Hawaii	106.4	90.0	4.8	5.0	12.2	6.9	19.9	13.1	2.9	2.8	3.9	1.6
Idaho	110.6	91.6	6.7	6.2	21.0	13.9	10.8	6.9	2.1	1.9	2.6	1.3
Illinois	811.5	659.9	55.2	61.6	75.1	54.1	238.4	137.9	32.0	30.8	19.9	12.9
Indiana	488.7	363.0	19.3	20.6	86.6	50.2	51.6	33.4	6.8	7.3	10.3	6.9
Iowa	214.5	149.9	9.9	8.3	49.4	25.9	26.5	15.5	3.8	3.0	6.8	3.6
Kansas	177.2	141.6	14.8	14.8	36.9	26.3	23.7	16.7	5.7	5.8	6.6	4.5
Kentucky	300.7	224.9	20.1	19.2	41.6	30.2	83.1	50.2	12.9	10.1	11.7	7.2
Louisiana	334.1	261.7	12.1	7.8	49.4	30.3	136.4	93.9	7.1	4.6	20.2	13.1
Maine	71.7	62.3	8.5	5.2	15.2	10.7	9.6	6.9	3.2	2.0	2.5	1.8
Maryland	245.7	211.1	13.6	14.6	30.2	19.2	37.3	32.2	4.9	4.9	7.3	4.7
Massachusetts	498.8	437.1	46.0	23.5	46.1	39.9	99.8	79.4	22.0	10.9	12.2	10.3
Michigan	903.4	784.6	46.6	44.3	82.8	40.6	146.8	82.2	20.3	15.8	18.6	6.0
Minnesota	318.0	232.2	17.1	14.2	44.4	32.2	35.3	19.5	5.1	4.0	5.7	3.2
Mississippi	256.6	207.6	37.6	32.8	74.9	52.7	97.0	70.9	18.5	17.1	27.4	17.5
Missouri	407.0	358.4	19.5	20.7	78.1	54.2	69.6	58.1	8.5	8.3	14.6	10.7
Montana	103.6	89.4	12.3	8.9	24.8	18.8	11.2	7.3	4.5	2.9	3.5	2.0
Nebraska	97.0	79.9	5.8	6.5	25.2	16.8	13.4	8.6	1.6	1.7	4.4	2.3
Nevada	110.3	78.3	3.5	3.8	16.8	10.0	3.9	3.6	.6	.8	.6	.8
New Hampshire	55.7	67.6	3.6	4.0	9.9	8.3	2.5	1.7	.5	.5	.7	(3)
New Jersey	569.4	(4)	42.2	(4)	52.8	(4)	78.9	(4)	17.7	(4)	13.9	(4)
New Mexico	152.1	123.4	9.2	8.6	22.3	16.5	46.2	31.9	5.8	4.3	9.8	6.2
New York	1,129.7	843.8	112.3	108.3	164.2	132.3	317.1	216.6	49.0	48.8	47.8	38.8
North Carolina	452.5	340.5	19.4	22.1	76.2	62.7	84.9	53.5	5.0	6.6	13.7	12.0
North Dakota	75.8	66.9	5.5	4.8	18.1	14.8	9.9	7.7	1.7	1.5	3.3	2.9
Ohio	735.7	709.9	38.5	43.3	86.6	80.4	143.8	98.1	20.4	21.1	19.1	12.1
Oklahoma	282.1	233.0	26.1	24.4	58.5	43.0	42.2	29.4	11.5	9.1	11.9	8.2
Oregon	268.5	189.7	20.9	10.7	48.3	32.7	48.5	26.6	8.0	3.7	8.5	5.1
Pennsylvania	779.7	727.0	87.3	97.1	139.5	98.0	160.2	113.9	39.0	41.0	29.6	20.1
Puerto Rico	398.9	268.2	13.9	12.1	39.4	21.7	244.1	149.7	11.7	9.7	24.0	13.1
Rhode Island	67.1	86.9	7.3	7.0	11.9	10.5	6.1	6.1	2.2	2.1	1.7	1.3
South Carolina	221.5	204.4	10.9	11.6	46.5	38.3	61.6	46.8	5.2	5.7	15.8	10.7
South Dakota	77.7	60.7	7.5	7.1	19.2	12.9	13.9	11.9	2.9	3.1	4.8	3.1
Tennessee	322.9	252.9	14.4	6.8	74.6	53.3	88.3	54.7	9.2	4.1	21.1	12.3
Texas	1,034.3	992.1	72.4	67.6	224.0	189.2	212.8	201.6	35.4	35.9	50.3	49.4
Utah	142.2	107.0	10.1	9.0	30.5	22.0	19.3	11.7	4.1	3.0	5.2	3.0
Vermont	55.0	43.6	4.2	4.6	9.0	6.9	4.6	3.6	1.3	1.5	1.0	.8
Virginia	328.4	296.3	25.2	29.2	68.2	55.8	51.4	43.7	9.1	9.1	13.3	11.6
Washington	(4)	321.7	(4)	11.4	(4)	22.1	(4)	49.1	(4)	4.3	(4)	4.0
West Virginia	175.7	141.3	17.3	15.8	25.5	14.5	50.3	39.2	9.3	8.6	9.1	4.7
Wisconsin	355.1	315.0	25.1	23.9	45.3	27.0	42.0	33.1	9.5	11.1	8.0	4.4
Wyoming	41.1	26.5	3.0	1.8	11.2	6.0	5.3	3.4	1.1	.7	1.9	1.0

[1] Excludes mass placements.

[2] Washington State not included for fiscal year 1973, New Jersey for fiscal year 1972.

[3] Less than 500.

[4] Not available.

Table F-13. Training Status of Registered Apprentices in Selected Trades, 1947–72

Year	In training at beginning of year	Apprentice actions during year			In training at end of year
		New registrations and reinstatements	Completions	Cancellations [1]	
	Total, all trades [2]				
1947	131,217	94,238	7,311	25,190	192,954
1948	192,954	85,918	13,375	35,117	230,330
1949	230,380	66,745	25,045	41,257	230,828
1950	230,823	60,186	38,533	49,747	202,729
1951	202,729	63,881	38,754	56,845	171,011
1952	[3] 172,477	62,842	33,098	43,689	158,532
1953	158,532	73,620	28,561	43,333	160,258
1954	160,258	58,939	27,383	33,139	158,675
1955	158,675	67,265	24,795	26,423	174,722
1956	174,722	74,062	27,231	33,416	188,137
1957	[3] 189,684	59,638	30,356	33,275	185,691
1958	185,691	49,569	30,647	26,918	177,695
1959	177,695	66,230	37,375	40,545	166,005
1960	[3] 172,161	54,100	31,727	33,406	161,128
1961	161,128	49,482	28,547	26,414	155,649
1962	155,649	55,590	25,918	26,434	158,887
1963	158,887	57,204	26,029	26,744	163,318
1964	163,318	59,960	25,744	27,001	170,533
1965	170,533	68,507	24,917	30,168	183,955
1966	183,955	85,031	26,511	34,964	207,511
1967	207,511	97,896	37,299	47,957	220,151
1968	[3] 207,517	111,012	37,287	43,246	237,996
1969 [4]	237,996	123,163	39,646	47,561	273,952
1970	[3] 269,626	108,779	45,102	53,610	279,693
1971 [4]	[3] 278,431	78,535	42,071	40,891	274,004
1972 [4]	[3] 270,404	103,527	53,059	56,750	264,122
	Construction trades				
1952	77,920	33,316	15,679	18,756	76,801
1953	76,801	37,102	13,523	18,393	81,987
1954	81,987	34,238	15,537	18,951	81,737
1955	81,737	47,238	13,444	14,632	100,899
1956	100,899	42,873	14,588	16,565	112,619
1957 [3]	114,166	38,506	17,344	24,466	110,862
1958	110,862	34,485	20,255	16,278	108,814
1959	108,814	37,894	21,067	18,942	106,699
1960	106,699	33,939	16,656	21,019	102,963
1961	102,963	33,446	17,251	18,407	100,751
1962	100,751	36,994	16,477	18,223	103,046
1963	103,046	36,763	15,559	17,337	106,913
1964	106,913	38,556	16,286	19,347	109,836
1965	109,836	41,379	16,201	20,082	114,932
1966	114,932	46,120	16,352	22,507	122,193
1967	122,193	48,190	22,051	26,956	121,376
1968	[3] 115,236	58,809	20,263	21,360	132,512
1969	132,512	55,469	22,950	28,020	137,011
1970	[3] 152,342	57,321	21,414	27,143	161,106
1971	[3] 137,660	43,727	21,728	17,839	141,820
1972	[3] 150,739	63,106	28,488	30,159	155,198
	Metalworking trades				
1952	14,645	5,553	2,149	2,552	15,497
1953	15,497	9,143	2,210	3,292	15,138
1954	19,138	6,352	3,641	3,418	19,431
1955	18,431	7,797	3,617	2,176	28,435
1956	20,435	8,058	4,253	2,622	21,618
1957	21,618	8,289	4,740	4,740	20,427
1958	20,427	3,400	2,541	2,357	18,929
1959	18,929	5,789	3,537	2,439	18,742
1960 [5]	24,898	7,846	4,986	3,963	23,795
1961	23,795	6,819	4,719	3,669	22,226
1962	22,226	8,351	3,611	3,428	23,538
1963	23,538	9,019	3,799	3,927	24,831
1964	24,831	10,704	3,923	3,652	27,960
1965	27,960	14,032	3,770	4,123	34,099
1966	34,099	21,918	4,799	6,461	44,757
1967	44,757	30,669	8,470	12,357	54,599
1968	[3] 47,436	25,959	6,916	10,155	56,324
1969	56,324	22,638	10,277	11,385	56,700
1970	[3] 57,406	18,394	11,051	11,084	53,666
1971	[3] 40,076	9,153	7,857	6,446	34,926
1972	[3] 35,686	9,799	8,830	7,829	28,826

Footnotes at end of table.

Table F–13. Training Status of Registered Apprentices in Selected Trades, 1947–72—Continued

Year	In training at beginning of year	Apprentice actions during year			In training at end of year
		New registrations and reinstatements	Completions	Cancellations [1]	
	Printing trades				
1952	10,069	2,651	2,513	1,527	8,680
1953	8,680	4,064	1,959	1,149	9,636
1954	9,636	3,884	2,093	1,352	10,075
1955	10,075	6,556	1,435	998	14,198
1956	14,198	3,590	1,966	1,326	14,496
1957	14,496	3,679	1,844	2,113	14,218
1958	14,218	2,167	1,953	1,014	13,418
1959	13,418	2,060	1,803	922	12,743
1960	12,743	3,126	1,675	935	13,259
1961	13,259	2,968	2,526	864	12,837
1962	12,837	3,222	2,286	1,005	12,768
1963	12,768	3,108	2,569	1,178	12,129
1964	12,129	2,400	2,267	845	11,417
1965	11,417	2,587	1,565	757	11,682
1966	11,682	3,511	1,692	1,138	12,363
1967	12,363	3,933	2,073	2,577	11,646
1968	[3] 11,236	5,349	2,124	1,611	12,850
1969	12,850	6,019	2,977	2,066	13,826
1970	[3] 13,706	5,991	2,900	1,867	14,930
1971	[3] 10,997	3,092	1,724	1,104	11,261
1972	[3] 13,392	3,425	2,706	2,238	11,876

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[1] Includes voluntary quits, layoffs, discharges, out-of-State transfers, upgrading within certain trades, and suspensions for military service.

[2] Also includes miscellaneous trades, not shown separately.

[3] The difference from the number in training at the end of the previous year reflects revisions in reporting.

[4] Figures for individual trades do not add to totals (aside from the inclusion in the total of miscellaneous trades, not shown separately) because of the absence of trade detail for California in 1969; for California, Florida, Louisiana, and New York in 1971; and for Florida in 1972.

[5] Includes lathers beginning 1957.

[6] Includes new apprenticeship programs beginning 1960, mainly silversmiths, goldsmiths, coppersmiths, blacksmiths, and airplane mechanics.

Table F–14. Enrollments in Federally Aided Vocational-Technical Education, by Type of Program, Fiscal Years 1965–72

Fiscal year	Total	Agriculture	Distribution	Health	Home economics, gainful	Consumer and homemaking	Office	Technical	Trades and industry	Special[1]
	Number (thousands)									
1965	5,431	888	333	67	14	2,085	731	226	1,088	....
Secondary	2,819	517	76	9	5	1,438	498	24	253	....
Postsecondary	207	2	6	21	1	1	44	72	60	....
Adult	2,404	369	251	37	8	646	189	130	775	....
1966	6,070	907	420	84	42	1,856	1,238	254	1,269	....
Secondary	3,048	510	102	10	13	1,267	798	29	319	....
Postsecondary	442	6	16	36	2	1	165	100	116	....
Adult	2,580	391	303	37	27	588	274	125	835	....
1967	7,048	935	481	115	62	2,125	1,572	266	1,491	....
Secondary	3,533	509	151	17	22	1,453	985	28	368	....
Postsecondary	500	8	21	54	3	1	193	97	123	....
Adult	3,015	418	309	44	37	671	394	141	1,000	....
1968	7,534	851	575	141	73	2,210	1,736	270	1,629	49
Secondary	3,843	528	176	21	29	1,529	1,060	36	422	42
Postsecondary	593	11	45	65	3	1	225	105	138	(2)
Adult	3,098	312	354	55	40	681	451	129	1,069	7
1969	7,979	851	563	175	113	2,336	1,835	315	1,721	70
Secondary	4,079	536	184	23	41	1,629	1,122	32	459	53
Postsecondary	706	16	61	92	11	102	218	131	174	1
Adult	3,194	299	319	60	62	703	494	153	1,088	16
1970	8,794	853	529	198	151	2,419	2,111	272	1,906	354
Secondary	5,114	551	230	32	66	1,868	1,331	34	692	310
Postsecondary	1,013	23	82	103	20	25	331	152	261	17
Adult	2,666	279	217	64	65	527	449	86	953	27
1971	10,495	845	578	270	197	2,932	2,227	314	2,075	1,057
Secondary	6,495	562	241	43	100	2,316	1,396	36	809	991
Postsecondary	1,141	28	86	138	26	27	335	178	310	13
Adult	2,860	255	251	88	71	589	496	100	956	53
1972	11,602	896	640	337	280	3,166	2,352	337	2,398	1,306
Secondary	7,232	603	263	59	162	2,469	1,508	39	952	1,223
Postsecondary	1,304	35	103	177	38	31	360	189	357	46
Adult	3,066	258	275	100	80	666	484	109	1,089	36
	Percent distribution of total enrollments[3]									
1965	100.0	16.3	6.1	1.2	0.3	38.4	13.5	4.2	20.0	....
1966	100.0	14.9	6.9	1.4	.7	30.6	20.4	4.2	20.9	....
1967	100.0	13.3	6.8	1.6	.9	30.2	22.3	3.8	21.2	....
1968	100.0	11.3	7.6	1.9	1.0	29.3	23.0	3.6	21.6	0.7
1969	100.0	10.7	7.1	2.2	1.4	29.3	23.0	3.9	21.6	.9
1970	100.0	9.7	6.0	2.3	1.7	27.5	24.0	3.1	21.7	4.0
1971	100.0	8.1	5.5	2.6	1.9	27.9	21.2	3.0	19.8	10.1
1972	100.0	7.7	5.5	2.9	2.4	27.3	20.3	2.9	20.7	11.2

[1] Includes enrollments in exemplary, prevocational, prepostsecondary, and remedial programs.

[2] Less than 500.

[3] Based on unrounded data.

Source: Department of Health, Education, and Welfare, Office of Education.

Table G–1. Indexes of Output per Man-Hour and Related Data [1] for the Private Economy and Year-to-Year Percent Change, 1947–73

Year	Indexes (1967=100)					Percent change over previous year [2]				
	Total private	Farm	Nonfarm			Total private	Farm	Nonfarm		
			Total	Manufacturing	Nonmanufacturing			Total	Manufacturing	Nonmanufacturing
	Output per man-hour									
1947	51.3	29.2	57.1	54.9	58.2	--------	--------	--------	--------	--------
1948	53.6	34.0	58.8	58.0	59.2	4.5	16.3	3.0	5.6	1.8
1949	55.3	33.1	61.1	60.1	61.8	3.2	−2.5	4.0	3.7	4.4
1950	59.7	37.7	65.0	64.4	65.3	8.1	13.9	6.3	7.2	5.7
1951	61.5	37.9	66.3	65.9	66.4	3.0	.4	2.0	2.3	1.7
1952	62.7	41.2	66.9	66.2	67.2	1.9	8.8	.9	.4	1.2
1953	65.3	46.7	68.9	68.4	68.9	4.2	13.2	2.9	3.3	2.5
1954	66.9	49.1	70.5	69.5	70.9	2.4	5.1	2.3	1.7	3.0
1955	69.9	49.5	73.6	73.7	73.4	4.4	.9	4.4	6.0	3.5
1956	70.0	51.6	73.2	72.9	73.2	.2	4.3	−.6	−1.1	−.2
1957	72.0	54.7	74.8	74.4	75.0	2.9	6.0	2.2	2.0	2.4
1958	74.3	60.4	76.7	74.4	78.0	3.1	10.3	2.5	0	3.9
1959	76.9	61.5	79.3	78.6	79.8	3.6	1.8	3.4	5.6	2.3
1960	78.2	64.9	80.3	79.9	80.6	1.6	5.6	1.2	1.8	1.1
1961	80.9	70.0	82.7	81.9	83.3	3.5	7.9	3.0	2.4	3.3
1962	84.7	71.7	86.4	86.6	86.5	4.7	2.3	4.6	5.8	3.9
1963	87.7	78.1	89.1	90.1	88.7	3.6	9.0	3.1	4.0	2.6
1964	91.1	79.5	92.4	94.5	91.5	3.9	1.7	3.7	4.9	3.1
1965	94.2	86.9	95.1	98.4	93.5	3.4	9.3	2.9	4.1	2.2
1966	98.0	90.5	98.4	99.9	97.6	4.0	4.1	3.5	1.6	4.4
1967	100.0	100.0	100.0	100.0	100.0	2.1	10.5	1.6	.1	2.5
1968	102.9	100.2	102.9	104.7	101.9	2.9	.2	2.9	4.7	1.9
1969	103.3	110.2	102.7	107.4	100.4	.4	10.1	−.1	2.5	−1.5
1970	104.4	119.8	103.4	108.0	101.5	1.0	8.7	.7	.6	1.1
1971	108.7	127.7	107.6	115.6	104.3	4.1	6.6	4.0	7.1	2.8
1972	112.8	119.1	112.1	121.8	108.0	3.8	−6.8	4.2	5.4	3.5
1973 p	116.1	113.6	115.5	127.5	110.1	2.9	−4.6	3.1	4.7	1.9
	Output per person									
1947	56.5	32.9	61.4	55.2	64.5	--------	--------	--------	--------	--------
1948	58.5	38.0	62.7	57.9	65.1	3.5	15.6	2.2	4.8	1.0
1949	59.5	36.4	64.4	58.9	67.2	1.8	−4.3	2.6	1.8	3.1
1950	64.4	40.8	68.9	64.9	70.8	8.2	12.3	7.0	10.2	5.3
1951	66.2	41.4	70.3	66.5	71.9	2.8	1.5	2.0	2.5	1.6
1952	67.3	44.6	70.9	66.9	72.6	1.6	7.7	.9	.6	1.0
1953	69.7	51.1	72.5	68.8	74.0	3.6	14.6	2.3	2.9	1.9
1954	70.7	52.8	73.5	68.8	75.8	1.4	3.2	1.4	−.1	2.4
1955	74.1	52.5	77.2	74.4	78.3	4.8	−.6	5.1	8.2	3.4
1956	73.6	53.6	76.4	73.2	77.9	−.6	2.1	−1.0	−1.6	−.6
1957	74.8	55.4	77.2	73.8	78.8	1.5	3.5	1.1	.8	1.3
1958	76.3	60.6	78.4	73.0	81.3	2.1	9.4	1.5	−1.1	3.1
1959	79.5	61.7	81.7	78.6	83.3	4.2	1.8	4.2	7.7	2.5
1960	80.4	65.6	82.2	79.0	83.9	1.1	6.3	.7	.5	.8
1961	82.5	69.7	84.1	81.0	85.9	2.6	6.2	2.3	2.5	2.3
1962	86.6	72.3	88.1	86.4	89.1	5.0	3.7	4.8	6.7	3.8
1963	89.5	78.1	90.8	90.1	91.2	3.4	8.1	3.0	4.2	2.4
1964	92.8	79.7	94.0	94.8	93.8	3.7	1.9	3.6	5.3	2.8
1965	96.2	88.2	96.9	99.6	95.6	3.6	10.8	3.1	5.0	2.0
1966	99.3	91.3	99.7	101.3	98.8	3.2	3.5	2.9	1.7	3.4
1967	100.0	100.0	100.0	100.0	100.0	.7	9.5	.3	−1.2	1.2
1968	102.4	99.0	102.5	104.9	101.2	2.4	−1.0	2.5	4.9	1.2
1969	102.5	108.5	102.1	107.4	99.5	.1	9.6	−.4	2.4	−1.7
1970	102.2	116.9	101.4	106.4	99.6	−.3	7.7	−.6	−1.0	0
1971	106.1	125.2	105.2	114.2	101.9	3.8	7.1	3.7	7.3	2.4
1972	110.3	115.4	109.8	121.8	105.2	3.9	−7.8	4.4	6.6	3.3
1973 p	113.4	109.5	113.1	127.8	107.1	2.8	−5.1	3.0	4.9	1.8
	Output									
1947	45.6	71.1	44.5	44.7	44.5	--------	--------	--------	--------	--------
1948	47.8	79.5	46.5	46.9	46.3	4.8	11.8	4.4	4.9	4.1
1949	47.6	77.0	46.4	44.3	47.6	−.3	−3.2	−.1	−5.6	2.8
1950	52.5	81.2	51.3	51.4	51.3	10.2	5.4	10.6	16.1	7.8
1951	55.8	77.0	55.0	56.6	54.1	6.3	−5.2	7.0	10.1	5.4
1952	57.2	79.5	56.3	57.8	55.5	2.5	3.3	2.5	2.2	2.6
1953	60.1	83.7	59.1	62.6	57.3	5.1	5.3	5.1	8.3	3.2
1954	59.3	85.4	58.3	58.2	58.3	−1.3	2.0	−1.5	−7.1	1.7
1955	64.3	87.4	63.4	65.0	62.5	8.5	2.5	8.8	11.8	7.2
1956	65.6	87.0	64.7	65.3	64.4	1.9	−.5	2.0	.4	3.0
1957	66.5	84.9	65.7	65.5	65.8	1.4	−2.4	1.6	.4	2.3
1958	65.6	87.0	64.8	60.2	67.2	−1.3	2.5	−1.5	−8.1	2.0
1959	70.2	88.3	69.5	67.6	70.4	7.0	1.4	7.3	12.3	4.9
1960	71.9	91.6	71.1	68.6	72.4	2.4	3.8	2.4	1.4	2.9
1961	73.2	92.9	72.5	68.4	74.6	1.9	1.4	1.9	−.4	3.0
1962	78.2	92.5	77.6	75.3	78.9	6.8	−.5	7.1	10.1	5.7
1963	81.5	95.4	80.9	79.1	81.9	4.2	3.2	4.3	5.0	3.9
1964	86.2	93.3	85.9	84.6	86.6	5.7	−2.2	6.1	7.0	5.7
1965	91.8	99.2	91.5	92.7	90.9	6.6	6.3	6.6	9.7	5.0
1966	97.7	93.7	97.9	100.1	96.7	6.4	−5.5	7.0	8.0	6.4
1967	100.0	100.0	100.0	100.0	100.0	2.3	6.7	2.2	−.1	3.4
1968	104.8	97.9	105.1	106.7	104.2	4.8	−2.1	5.1	6.7	4.2
1969	107.7	100.8	108.0	111.3	106.2	2.8	3.0	2.8	4.3	1.9
1970	107.2	103.6	107.3	105.9	108.1	−.5	2.8	−.6	−4.9	1.8
1971	110.9	108.7	111.0	108.9	112.1	3.5	4.9	3.4	2.9	3.7
1972	118.1	103.1	118.7	118.6	118.8	6.5	−5.2	7.0	8.9	6.0
1973 p	125.5	97.1	126.6	130.2	124.7	6.2	−5.9	6.6	9.7	5.0

Footnotes at end of table.

Table G–1. Indexes of Output per Man-Hour and Related Data [1] for the Private Economy and Year-to-Year Percent Change, 1947–73—Continued

Year	Indexes (1967=100)					Percent change over previous year [2]				
	Total private	Farm	Nonfarm			Total private	Farm	Nonfarm		
			Total	Manufacturing	Nonmanufacturing			Total	Manufacturing	Nonmanufacturing
	Employment									
1947	80.6	216.5	72.6	81.0	68.9	......	......	......	......	......
1948	81.7	209.2	74.1	81.0	71.1	1.3	−3.3	2.1	0.1	3.1
1949	80.0	211.7	72.2	75.1	70.9	−2.1	1.2	−2.6	−7.3	−.3
1950	81.5	198.7	74.6	79.2	72.5	1.9	−6.1	3.3	5.4	2.4
1951	84.3	185.8	78.2	85.1	75.2	3.3	−6.5	4.9	7.5	3.7
1952	85.0	178.2	79.5	86.4	76.4	.9	−4.1	1.6	1.5	1.6
1953	86.2	163.7	81.6	91.0	77.5	1.4	−8.2	2.7	5.3	1.4
1954	83.9	161.7	79.3	84.6	77.0	−2.7	−1.2	−2.8	−7.0	−.7
1955	86.9	166.7	82.1	87.4	79.8	3.5	3.1	3.6	3.3	3.7
1956	89.0	162.5	84.7	89.2	82.7	2.5	−2.5	3.1	2.0	3.6
1957	88.9	153.2	85.1	88.8	83.5	−.1	−5.7	.5	−.4	1.0
1958	86.0	143.5	82.6	82.5	82.6	−3.3	−6.3	−3.0	−7.1	−1.1
1959	88.3	143.0	85.0	86.0	84.6	2.6	−.4	2.9	4.3	2.4
1960	89.5	139.6	86.5	86.8	86.3	1.3	−2.4	1.7	.9	2.1
1961	88.8	133.2	86.2	84.4	86.9	−.7	−4.6	−.4	−2.8	.7
1962	90.3	127.9	88.1	87.1	88.5	1.7	−4.0	2.2	3.2	1.9
1963	91.0	122.1	89.2	87.8	89.8	.8	−4.6	1.2	.8	1.4
1964	92.8	117.1	91.4	89.2	92.3	2.0	−4.1	2.4	1.6	2.8
1965	95.5	112.4	94.5	93.2	95.0	2.9	−4.0	3.4	4.5	2.9
1966	98.4	102.7	98.2	98.9	97.9	3.1	−8.6	3.9	6.2	3.0
1967	100.0	100.0	100.0	100.0	100.0	1.6	−2.6	1.8	1.1	2.2
1968	102.3	98.9	102.5	101.7	102.9	2.3	−1.1	2.5	1.7	2.9
1969	105.0	92.9	105.8	103.6	106.7	2.6	−6.0	3.1	1.9	3.7
1970	104.8	88.7	105.8	99.5	108.5	−.2	−4.6	0	−3.9	1.7
1971	104.5	86.9	105.5	95.4	110.0	−.3	−2.0	−.3	−4.2	1.3
1972	107.1	89.4	108.2	97.4	112.9	2.5	2.9	2.5	2.1	2.7
1973 p	110.7	88.7	112.0	101.9	116.4	3.3	−.8	3.5	4.6	3.1
	Man-hours									
1947	88.8	243.4	78.0	81.5	76.4	......	......	......	......	......
1948	89.2	233.9	79.1	80.9	78.2	0.4	−3.9	1.3	−0.7	2.3
1949	86.2	232.4	76.0	73.7	77.1	−3.4	−.7	−3.9	−8.9	−1.5
1950	87.9	215.1	79.0	79.8	78.6	2.0	−7.4	4.0	8.3	2.0
1951	90.7	203.1	82.9	85.8	81.5	3.2	−5.6	4.9	7.6	3.6
1952	91.2	192.8	84.1	87.3	82.6	.5	−5.1	1.5	1.7	1.4
1953	92.0	179.3	85.9	91.6	83.2	.8	−7.0	2.1	4.9	.7
1954	88.6	173.9	82.6	83.7	82.2	−3.7	−3.0	−3.8	−8.6	−1.2
1955	92.1	176.7	86.1	88.2	85.2	3.9	1.6	4.2	5.5	3.6
1956	93.7	168.6	88.4	89.5	87.9	1.7	−4.6	2.6	1.5	3.2
1957	92.3	155.3	87.9	88.1	87.8	−1.5	−7.9	−.6	−1.6	−.1
1958	88.4	144.2	84.5	80.9	86.1	−4.2	−7.1	−3.9	−8.1	−1.9
1959	91.2	143.6	87.6	86.1	88.3	3.3	−.4	3.7	6.4	2.5
1960	92.0	141.2	88.6	85.8	89.9	.8	−1.7	1.1	−.3	1.8
1961	90.6	132.6	87.7	83.5	89.6	−1.5	−6.0	−1.0	−2.7	−.3
1962	92.4	129.0	89.8	86.9	91.2	2.0	−2.7	2.5	4.1	1.8
1963	92.9	122.1	90.9	87.7	92.3	.6	−5.4	1.2	1.0	1.3
1964	94.5	117.4	92.9	89.4	94.6	1.8	−3.8	2.3	2.0	2.4
1965	97.4	114.1	96.3	94.3	97.2	3.1	−2.8	3.6	5.4	2.8
1966	99.7	103.6	99.5	100.2	99.1	2.4	−9.2	3.3	6.3	2.0
1967	100.0	100.0	100.0	100.0	100.0	.3	−3.5	.5	−.2	.9
1968	101.8	97.8	102.1	101.9	102.2	1.8	−2.2	2.1	1.9	2.2
1969	104.2	91.5	105.1	103.7	105.7	2.3	−6.4	2.9	1.8	3.4
1970	102.6	86.5	103.8	98.1	106.5	−1.5	−5.5	−1.3	−5.4	.7
1971	102.0	85.1	103.2	94.2	107.4	−.6	−1.6	−.6	−4.0	.9
1972	104.7	86.6	106.0	97.4	110.0	2.7	1.7	2.7	3.4	2.4
1973 p	108.1	85.5	109.6	102.1	113.2	3.2	−1.3	3.5	4.8	2.9

p Preliminary.

[1] Output refers to gross national product in 1958 dollars. The man-hours data are based principally on employment and hours derived from the monthly payroll survey of establishments.

[2] Based on original data, not on the indexes shown.

SOURCE: Output indexes based on data from the Department of Commerce, Bureau of Economic Analysis. All other data from the Department of Labor, Bureau of Labor Statistics.

Table G–2. Indexes of Compensation per Man-Hour, Unit Labor Costs, and Prices, and Year-to-Year Percent Change, 1947–73

Year	Indexes (1967=100)				Percent change over previous year [1]			
	Total private	Private nonfarm			Total private	Private nonfarm		
		Total	Manufacturing	Nonmanufacturing		Total	Manufacturing	Nonmanufacturing
	Compensation per man-hour [2]							
1947	36.2	38.3	37.1	38.9	......	......	......	......
1948	39.5	41.8	40.7	42.3	9.0	9.0	9.7	8.7
1949	40.1	43.0	42.6	43.3	1.5	2.9	4.7	2.4
1950	42.8	45.3	44.6	45.7	6.8	5.5	4.7	5.5
1951	46.9	49.3	49.2	49.1	9.6	8.7	10.4	7.5
1952	49.8	52.0	52.4	51.5	6.1	5.5	6.4	4.8
1953	52.9	54.9	55.2	54.2	6.3	5.6	5.4	5.4
1954	54.5	56.6	57.8	55.9	3.1	3.2	4.6	3.1
1955	55.9	58.6	60.0	57.6	2.6	3.5	3.8	3.1
1956	59.5	62.0	63.8	61.0	6.4	5.8	6.5	5.8
1957	63.3	65.5	67.7	64.3	6.5	5.7	6.0	5.5
1958	66.0	68.1	70.5	67.0	4.2	3.8	4.2	4.2
1959	69.0	71.0	73.5	69.7	4.6	4.3	4.2	4.1
1960	71.7	73.9	76.6	72.7	3.9	4.1	4.2	4.2
1961	74.4	76.3	79.0	75.2	3.8	3.2	3.1	3.5
1962	77.7	79.3	82.2	78.0	4.4	4.0	4.2	3.7
1963	80.8	82.2	85.0	80.9	4.0	3.6	3.3	3.8
1964	84.9	86.1	88.9	84.9	5.0	4.7	4.6	4.9
1965	88.4	89.2	91.2	88.3	4.1	3.7	2.6	4.1
1966	94.5	94.6	95.3	94.2	6.9	6.1	4.5	6.6
1967	100.0	100.0	100.0	100.0	5.8	5.7	5.0	6.2
1968	107.6	107.3	107.2	107.3	7.6	7.3	7.2	7.3
1969	115.8	114.8	114.0	115.4	7.6	7.0	6.3	7.6
1970	124.6	123.2	122.2	124.3	7.6	7.3	7.2	7.7
1971	133.3	131.8	130.7	133.4	7.0	7.0	7.0	7.3
1972	142.4	140.9	139.0	143.0	6.8	6.9	6.3	7.2
1973 p	153.5	151.6	149.9	153.4	7.8	7.6	7.9	7.3
	Unit labor costs							
1947	70.6	67.1	67.6	66.9	......	......	......	......
1948	73.7	71.0	70.2	71.4	4.3	5.8	3.9	6.8
1949	72.5	70.3	70.9	70.1	−1.6	−1.0	1.0	−1.9
1950	71.7	69.7	69.2	70.0	−1.2	−.8	−2.3	−.2
1951	76.3	74.3	74.7	73.9	6.4	6.6	7.9	5.7
1952	79.4	77.6	79.2	76.6	4.1	4.5	6.0	3.6
1953	81.0	79.7	80.8	78.7	2.0	2.6	2.1	2.8
1954	81.5	80.3	83.1	78.8	.6	.9	2.8	.1
1955	80.1	79.6	81.3	78.5	−1.7	−.9	−2.1	−.4
1956	85.0	84.7	87.5	83.2	6.2	6.4	7.6	6.0
1957	87.9	87.6	91.0	85.7	3.5	3.4	3.9	3.0
1958	88.9	88.7	94.9	85.9	1.1	1.3	4.2	.2
1959	89.8	89.5	93.6	87.4	1.0	.9	−1.3	1.7
1960	91.8	92.0	95.8	90.2	2.2	2.8	2.4	3.1
1961	92.1	92.3	96.4	90.3	.3	.2	.7	.2
1962	91.8	91.8	94.9	90.1	−.3	−.5	−1.6	−.2
1963	92.1	92.3	94.3	91.2	.4	.5	−.7	1.2
1964	93.1	93.2	94.0	92.7	1.1	1.0	−.3	1.6
1965	93.8	93.9	92.7	94.5	.7	.8	−1.4	1.9
1966	96.5	96.2	95.4	96.5	2.8	2.5	2.9	2.2
1967	100.0	100.0	100.0	100.0	3.7	4.0	4.9	3.6
1968	104.6	104.3	102.3	105.3	4.6	4.3	2.3	5.3
1969	112.1	111.8	106.2	115.0	7.1	7.2	3.8	9.2
1970	119.3	119.1	113.2	122.5	6.5	6.6	6.6	6.5
1971	122.6	122.5	113.1	127.9	2.8	2.8	−.1	4.4
1972	126.2	125.7	114.1	132.4	2.9	2.6	.9	3.5
1973 p	132.2	131.2	117.6	139.3	4.7	4.4	3.1	5.2
	Implicit price deflator [3]							
1947	66.4	63.8	66.9	62.3	......	......	......	......
1948	70.9	68.2	71.3	66.7	6.7	6.8	6.4	7.1
1949	70.2	68.7	72.8	66.7	−1.0	.8	2.1	.1
1950	70.9	69.4	73.0	67.7	1.0	1.1	.3	1.5
1951	76.1	74.0	77.9	72.1	7.3	6.5	6.8	6.4
1952	77.5	75.9	79.6	74.1	1.9	2.6	2.2	2.8
1953	78.1	77.2	80.6	75.9	.7	1.8	.5	2.5
1954	79.1	78.5	81.6	77.0	1.2	1.7	2.0	1.4
1955	79.8	79.5	83.1	77.9	.9	1.3	1.7	1.2
1956	82.3	82.3	86.9	80.1	3.2	3.4	4.6	2.8
1957	85.3	85.3	89.7	83.2	3.6	3.7	3.2	3.9
1958	87.1	86.8	91.9	84.3	2.1	1.7	2.4	1.3
1959	88.3	88.3	93.3	85.9	1.4	1.8	1.6	1.9
1960	89.5	89.6	94.1	87.4	1.4	1.4	.9	1.7
1961	90.4	90.4	94.4	88.5	.9	.9	.2	1.3
1962	91.2	91.2	94.4	89.6	.9	.9	0	1.3
1963	92.2	92.3	94.5	91.1	1.0	1.2	.1	1.7
1964	93.2	93.4	95.4	92.5	1.2	1.3	.9	1.4
1965	94.8	94.8	95.7	94.4	1.7	1.4	.4	2.1
1966	97.2	96.8	97.4	96.7	2.5	2.2	1.7	2.4
1967	100.0	100.0	100.0	100.0	2.9	3.3	2.7	3.5
1968	103.6	103.5	102.3	104.2	3.6	3.5	2.3	4.2
1969	108.3	108.1	102.6	113.1	4.5	4.5	.3	8.6
1970	113.5	113.5	106.5	116.8	4.8	5.0	3.8	3.2
1971	118.4	118.5	107.9	123.5	4.3	4.4	1.3	5.7
1972	121.8	121.3	109.5	127.0	2.9	2.3	1.5	2.8
1973 p	128.3	126.2	111.3	133.6	5.3	4.0	1.6	5.2

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p Preliminary.

[1] Based on original data, not on the indexes shown.

[2] Wages and salaries of employees plus employers' contributions for social insurance and private benefit plans. Also includes an estimate of wages, salaries, and supplemental payments for the self-employed.

[3] Current dollar gross product divided by constant dollar gross product.

SOURCE: Implicit price deflator indexes based on data from the Department of Commerce, Bureau of Economic Analysis. All other data from the Department of Labor, Bureau of Labor Statistics.

Table G–3. Gross National Product or Expenditure in Current and Constant Dollars, by Purchasing Sector, 1947–73

Year	Total gross national product	Personal consumption expenditures				Gross private domestic investment				Net exports of goods and services	Government purchases of goods and services				
		Total	Durable goods	Nondurable goods	Services	Total	Nonresidential	Residential structures	Change in business inventories		Total	Federal			State and local
												Total	National defense	Other	
	Billions of current dollars														
1947	$231.3	$260.7	$20.4	$90.5	$49.8	$34.0	$23.4	$11.1	$−0.5	$11.5	$25.1	$12.5	$9.1	$3.5	$12.6
1948	257.6	173.6	22.7	96.2	54.7	46.0	26.9	14.4	4.7	6.4	31.6	16.5	10.7	5.8	15.0
1949	256.5	176.8	24.6	94.5	57.6	35.7	25.1	13.7	−3.1	6.1	37.8	20.1	13.3	6.8	17.7
1950	284.8	191.0	30.5	98.1	62.4	54.1	27.9	19.4	6.8	1.8	37.9	18.4	14.1	4.3	19.5
1951	328.4	206.3	29.6	108.8	67.9	59.3	31.8	17.2	10.3	3.7	59.1	37.7	33.6	4.1	21.5
1952	345.5	216.7	29.3	114.0	73.4	51.9	31.6	17.2	3.1	2.2	74.7	51.8	45.9	5.9	22.9
1953	364.6	230.0	33.2	116.8	79.9	52.6	34.2	18.0	.4	.4	81.6	57.0	48.7	8.4	24.6
1954	364.8	236.5	32.8	118.3	85.4	51.7	33.6	19.7	−1.5	1.8	74.8	47.4	41.2	6.2	27.4
1955	398.0	254.4	39.6	123.3	91.4	67.4	38.1	23.3	6.0	2.0	74.2	44.1	38.6	5.5	30.1
1956	419.2	266.7	38.9	129.3	98.5	70.0	43.7	21.6	4.7	4.0	78.6	45.6	40.3	5.3	33.0
1957	441.1	281.4	40.8	135.6	105.0	67.9	46.4	20.2	1.3	5.7	86.1	49.5	44.2	5.3	36.6
1958	447.3	290.1	37.9	140.2	112.0	60.9	41.6	20.8	−1.5	2.2	94.2	53.6	45.9	7.7	40.6
1959	483.7	311.2	44.3	146.6	120.3	75.3	45.1	25.5	4.8	.1	97.0	53.7	46.0	7.6	43.3
1960	503.7	325.2	45.3	151.3	128.7	74.8	48.4	22.8	3.6	4.1	99.6	53.5	44.9	8.6	46.1
1961	520.1	335.2	44.3	155.9	135.1	71.7	47.0	22.6	2.0	5.6	107.6	57.4	47.8	9.6	50.2
1962	560.3	355.1	49.5	162.6	143.0	83.0	51.7	25.3	6.0	5.1	117.1	63.4	51.6	11.8	53.7
1963	590.5	375.0	53.9	168.6	152.4	87.1	54.3	27.0	5.9	5.9	122.5	64.2	50.8	13.5	58.2
1964	632.4	401.2	59.2	178.7	163.3	94.0	61.1	27.1	5.8	8.5	128.7	65.2	50.0	15.2	63.5
1965	684.9	432.8	66.3	191.1	175.5	108.1	71.3	27.2	9.6	6.9	137.0	66.9	50.1	16.8	70.1
1966	749.9	466.3	70.8	206.9	188.6	121.4	81.6	25.0	14.8	5.3	156.8	77.8	60.7	17.1	79.0
1967	793.9	492.1	73.1	215.0	204.0	116.6	83.3	25.1	8.2	5.2	180.1	90.7	72.4	18.4	89.4
1968	864.2	536.2	84.0	230.8	221.3	126.0	88.8	30.1	7.1	2.5	199.6	98.8	78.3	20.5	100.8
1969	930.3	579.5	90.8	245.9	242.7	139.0	98.5	32.6	7.8	1.9	210.0	98.8	78.4	20.4	111.2
1970	977.1	617.6	91.3	263.8	262.6	136.3	100.6	31.2	4.5	3.6	219.5	96.2	74.6	21.6	123.3
1971	1,055.5	667.2	103.6	278.7	284.9	153.2	104.4	42.7	6.1	.8	234.3	98.1	71.6	26.5	136.2
1972	1,155.2	726.5	117.4	299.9	309.2	178.3	118.2	54.0	6.0	−4.6	255.0	104.4	74.4	30.1	150.5
1973[p]	1,289.1	804.0	130.8	335.9	337.3	202.1	136.2	58.0	8.0	5.8	277.1	106.6	73.9	32.7	170.5
	Billions of constant dollars, 1958 prices														
1947	$309.9	$206.3	$24.7	$108.3	$73.4	$51.5	$36.2	$15.4	$−0.2	$12.3	$39.9	$19.1	(1)	(1)	$20.7
1948	323.7	210.8	26.3	108.7	75.8	60.4	38.0	17.9	4.6	6.1	46.3	23.7	(1)	(1)	22.8
1949	324.1	216.5	28.4	110.5	77.6	48.0	34.5	17.4	−3.9	6.4	53.3	27.6	(1)	(1)	25.7
1950	355.3	230.5	34.7	114.0	81.8	69.3	37.5	23.5	8.3	2.7	52.8	25.3	(1)	(1)	27.5
1951	383.4	232.8	31.5	116.5	84.8	70.0	39.6	19.5	10.9	5.3	75.4	47.4	(1)	(1)	27.9
1952	395.1	239.4	30.8	120.8	87.8	60.5	38.3	18.9	3.3	3.0	92.1	63.8	(1)	(1)	28.4
1953	412.8	250.8	35.3	124.4	91.1	61.2	40.7	19.6	.9	1.1	99.8	70.0	(1)	(1)	29.7
1954	407.0	255.7	35.4	125.5	94.8	59.4	39.6	21.7	−2.6	3.0	88.9	56.8	(1)	(1)	32.1
1955	438.0	274.2	43.2	131.7	99.3	75.4	43.9	25.1	6.4	3.2	85.2	50.7	(1)	(1)	34.4
1956	446.1	281.4	41.0	136.2	104.1	74.3	47.3	22.2	4.8	5.0	85.3	49.7	(1)	(1)	35.6
1957	452.5	288.2	41.5	138.7	108.0	68.8	47.4	20.2	1.2	6.2	89.3	51.7	(1)	(1)	37.6
1958	447.3	290.1	37.9	140.2	112.0	60.9	41.6	20.8	−1.5	2.2	94.2	53.6	(1)	(1)	40.6
1959	475.9	307.3	43.7	146.8	116.8	73.6	44.1	24.7	4.8	.3	94.7	52.5	(1)	(1)	42.2
1960	487.7	316.1	44.9	149.6	121.6	72.4	47.1	21.9	3.5	4.3	94.9	51.4	(1)	(1)	43.5
1961	497.2	322.5	43.9	153.0	125.6	69.0	45.5	21.6	2.0	5.1	100.5	54.6	(1)	(1)	45.9
1962	529.8	338.4	49.2	158.2	131.1	79.4	49.7	23.8	6.0	4.5	107.5	60.0	(1)	(1)	47.5
1963	551.0	353.3	53.7	162.2	137.4	82.5	51.9	24.8	5.8	5.6	109.6	59.5	(1)	(1)	50.1
1964	581.1	373.7	59.0	170.3	144.4	87.8	57.8	24.2	5.8	8.3	111.2	58.1	(1)	(1)	53.2
1965	617.8	397.7	66.6	178.6	152.5	99.2	66.3	23.8	9.0	6.2	114.7	57.9	(1)	(1)	56.8
1966	658.1	418.1	71.7	187.0	159.4	109.3	74.1	21.3	13.9	4.2	126.5	65.4	(1)	(1)	61.1
1967	675.2	430.1	72.9	190.2	167.0	101.2	73.2	20.4	7.7	3.6	140.2	74.7	(1)	(1)	65.5
1968	706.6	452.7	81.3	197.1	174.4	105.2	75.6	23.2	6.4	1.9	147.7	78.1	(1)	(1)	69.6
1969	725.6	469.1	85.6	201.3	182.2	110.5	80.1	23.7	6.7	.2	145.9	73.5	(1)	(1)	72.4
1970	722.5	477.5	83.8	206.5	187.2	103.4	77.2	22.2	3.9	2.3	139.3	64.3	(1)	(1)	75.0
1971	754.4	496.3	92.2	211.6	192.4	110.3	76.1	29.0	5.3	.4	138.4	60.9	(1)	(1)	77.5
1972	790.7	526.8	104.0	220.9	201.8	122.9	83.7	34.6	4.6	−2.0	143.0	60.8	(1)	(1)	82.2
1973[p]	837.4	553.9	114.3	228.8	210.7	132.2	92.6	34.0	5.6	6.7	144.7	57.1	(1)	(1)	87.6

[p] Revised preliminary.

[1] Not available.

Source: Department of Commerce, Bureau of Economic Analysis.

Table G–4. Government Purchases of Goods and Services, 1962–73

[Billions of dollars]

Level of government	Total [1]	Government purchases of goods and services [2]					Compensation of employees of government enterprises
		Total	Purchases from private industry	Compensation of general government personnel			
				Total	Civilian	Military	
TOTAL							
1962	$123.1	$117.1	$62.5	$54.7	$43.2	$11.5	$6.0
1963	129.0	122.5	64.4	58.1	46.5	11.7	6.6
1964	135.7	128.7	65.7	63.0	50.4	12.6	7.0
1965	144.4	137.0	69.2	67.8	54.7	13.1	7.4
1966	164.9	156.8	80.2	76.6	60.8	15.8	8.1
1967	188.8	180.1	95.0	85.1	67.6	17.5	8.7
1968	209.4	194.6	104.7	94.9	75.5	19.4	9.8
1969	220.5	210.0	106.2	103.8	83.1	20.7	10.5
1970	231.7	219.5	104.8	114.7	93.3	21.4	12.2
1971	247.4	234.3	109.1	125.2	103.8	21.4	13.1
1972	269.1	255.0	119.5	135.5	113.1	22.4	14.1
1973 p	(3)	277.2	(3)	(3)	(3)	(3)	(3)
FEDERAL GOVERNMENT							
1962	67.5	63.4	39.1	24.3	12.8	11.5	4.1
1963	68.7	64.2	39.0	25.3	13.6	11.7	4.4
1964	69.9	65.2	38.0	27.2	14.5	12.6	4.7
1965	71.9	66.9	38.4	28.5	15.3	13.1	5.0
1966	83.3	77.8	45.2	32.6	16.8	15.8	5.5
1967	96.6	90.7	54.8	35.9	18.4	17.5	5.9
1968	105.4	98.8	59.3	39.5	20.1	19.4	6.6
1969	105.9	98.8	56.6	42.2	21.5	20.7	7.1
1970	104.5	96.2	51.1	45.1	23.7	21.4	8.3
1971	107.0	98.1	50.5	47.6	26.2	21.4	8.9
1972	113.9	104.5	54.2	50.3	27.9	22.4	9.4
1973 p	(3)	106.9	(3)	(3)	(3)	(3)	(3)
Defense and Atomic Energy Programs							
1962	51.8	51.6	33.0	18.6	7.1	11.5	.3
1963	51.0	50.8	31.8	19.0	7.4	11.7	.3
1964	50.3	50.0	29.6	20.3	7.7	12.6	.3
1965	50.4	50.1	28.9	21.2	8.1	13.1	.3
1966	61.0	60.7	35.9	24.8	9.0	15.8	.3
1967	72.6	72.3	44.9	27.4	9.9	17.5	.3
1968	78.6	78.3	48.1	30.2	10.8	19.4	.3
1969	78.8	78.4	46.2	32.2	11.5	20.7	.4
1970	75.0	74.6	41.1	33.5	12.1	21.4	.4
1971	72.0	71.6	37.2	34.4	13.0	21.4	.4
1972	74.8	74.4	38.5	35.9	13.5	22.4	.4
1973 p	(3)	74.1	(3)	(3)	(3)	(3)	(3)
Nondefense and Space Programs							
1962	15.6	11.8	6.1	5.7	5.7	....	3.8
1963	17.6	13.5	7.2	6.3	6.3	....	4.1
1964	19.6	15.2	8.4	6.8	6.8	....	4.4
1965	21.5	16.8	9.5	7.3	7.3	....	4.7
1966	22.3	17.1	9.3	7.8	7.8	....	5.2
1967	24.0	18.4	9.9	8.4	8.4	....	5.6
1968	26.8	20.5	11.2	9.3	9.3	....	6.3
1969	27.1	20.4	10.4	10.0	10.0	....	6.7
1970	29.5	21.6	10.0	11.6	11.6	....	7.9
1971	35.0	26.5	13.3	13.2	13.2	....	8.5
1972	39.1	30.1	15.7	14.4	14.4	....	9.0
1973 p	(3)	32.8	(3)	(3)	(3)	....	(3)
STATE AND LOCAL GOVERNMENT							
1962	55.7	53.7	23.3	30.4	30.4	....	1.9
1963	60.4	58.2	25.4	32.9	32.9	....	2.1
1964	65.8	63.5	27.7	35.9	35.9	....	2.3
1965	72.4	70.1	30.8	39.3	39.3	....	2.4
1966	81.6	79.0	35.0	44.0	44.0	....	2.6
1967	92.2	89.4	40.2	49.2	49.2	....	2.8
1968	104.0	100.8	45.4	55.4	55.4	....	3.2
1969	114.6	111.2	49.6	61.6	61.6	....	3.4
1970	127.2	123.3	53.7	69.6	69.6	....	3.9
1971	140.4	136.2	58.6	77.6	77.6	....	4.2
1972	155.2	150.5	65.3	85.2	85.2	....	4.7
1973 p	(3)	170.3	(3)	(3)	(3)	....	(3)

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p Preliminary.

[1] For comparability with data on government employment, compensation of government enterprise employees has been added to the total of government purchases of goods and services, as shown in the national income and product accounts. Capital expenditures by these enterprises are included in government purchases of goods and services. (Government enterprises include government-operated activities selling products and services to the public, such as the postal service, local water departments, and publicly owned power stations.)

[2] As defined in the national income and product accounts.

[3] Not available.

SOURCE: Based on data from the Department of Commerce, Bureau of Economic Analysis.

Table G–5. Employment Resulting From Government Purchases of Goods and Services, and Employment in Government Enterprises, 1962–73

[Millions of employees]

Level of government	Total	Public and private employment resulting from government purchases of goods and services [1]					Employment in government enterprises [2]
		Total	Employment in private industry	General government personnel			
				Total	Civilian	Military	
TOTAL							
1962	18.3	17.2	6.1	11.1	8.3	2.8	1.1
1963	18.8	17.7	6.4	11.3	8.6	2.7	1.1
1964	19.2	18.0	6.4	11.6	8.9	2.7	1.2
1965	19.6	18.4	6.4	12.0	9.3	2.7	1.2
1966	21.3	19.8	6.6	13.2	10.0	3.1	1.3
1967	22.9	21.6	7.7	13.9	10.5	3.4	1.3
1968	23.8	22.5	8.1	14.4	10.9	3.5	1.3
1969	23.3	21.9	7.1	14.8	11.3	3.5	1.4
1970	23.0	21.6	6.9	14.7	11.6	3.1	1.4
1971	22.9	21.5	6.8	14.7	12.0	2.7	1.4
1972	23.2	21.7	6.9	14.8	12.4	2.4	1.5
1973 [p]	23.4	21.9	6.9	15.0	12.7	2.3	1.5
FEDERAL GOVERNMENT							
1962	9.0	8.4	3.7	4.6	1.8	2.8	.7
1963	9.1	8.4	3.9	4.5	1.8	2.7	.7
1964	8.9	8.2	3.7	4.5	1.8	2.7	.7
1965	8.9	8.1	3.5	4.6	1.8	2.7	.8
1966	9.6	8.7	3.6	5.1	2.0	3.1	.9
1967	10.5	9.6	4.1	5.5	2.1	3.4	.9
1968	10.6	9.7	4.2	5.5	2.1	3.5	.9
1969	10.2	9.3	3.7	5.6	2.1	3.5	.9
1970	9.3	8.4	3.3	5.1	2.0	3.1	.9
1971	8.8	7.9	3.2	4.7	2.0	2.7	.9
1972	8.4	7.5	3.1	4.4	2.0	2.4	.9
1973 [p]	8.1	7.2	3.0	4.2	1.9	2.3	.9
Defense and Atomic Energy Programs							
1962	6.9	6.8	2.9	3.9	1.0	2.8	.1
1963	6.4	6.3	2.6	3.7	1.0	2.7	.1
1964	6.3	6.3	2.6	3.7	1.0	2.7	.1
1965	6.3	6.2	2.5	3.7	1.0	2.7	.1
1966	7.1	7.0	2.9	4.1	1.0	3.1	.1
1967	7.8	7.7	3.2	4.5	1.1	3.4	.1
1968	8.1	8.0	3.4	4.6	1.1	3.5	.1
1969	7.6	7.5	2.9	4.6	1.1	3.5	.1
1970	6.7	6.6	2.5	4.1	1.0	3.1	.1
1971	6.0	5.9	2.2	3.7	1.0	2.7	.1
1972	5.4	5.3	1.9	3.4	1.0	2.4	.1
1973 [p]	5.1	5.0	1.8	3.2	.9	2.3	.1
Nondefense and Space Programs							
1962	2.2	1.6	.8	.8	.8	....	.6
1963	2.7	2.1	1.3	.8	.8	....	.6
1964	2.5	1.9	1.1	.8	.8	....	.6
1965	2.6	1.9	1.0	.9	.9	....	.7
1966	2.6	1.8	.8	1.0	1.0	....	.8
1967	2.6	1.9	.9	1.0	1.0	....	.8
1968	2.5	1.7	.8	.9	.9	....	.8
1969	2.6	1.8	.8	1.0	1.0	....	.8
1970	2.6	1.8	.8	1.0	1.0	....	.8
1971	2.8	2.0	1.0	1.0	1.0	....	.8
1972	3.0	2.2	1.2	1.0	1.0	....	.8
1973 [p]	3.0	2.2	1.2	1.0	1.0	....	.8
STATE AND LOCAL GOVERNMENT							
1962	9.3	8.9	2.4	6.5	6.5	....	.4
1963	9.6	9.2	2.5	6.7	6.7	....	.4
1964	10.1	9.7	2.7	7.0	7.0	....	.4
1965	10.8	10.3	2.9	7.4	7.4	....	.5
1966	11.5	11.0	3.0	8.0	8.0	....	.5
1967	12.5	12.0	3.6	8.4	8.4	....	.5
1968	13.2	12.7	3.9	8.8	8.8	....	.5
1969	13.1	12.6	3.4	9.2	9.2	....	.5
1970	13.7	13.2	3.6	9.6	9.6	....	.5
1971	14.1	13.6	3.6	10.0	10.0	....	.5
1972	14.8	14.2	3.8	10.4	10.4	....	.6
1973 [p]	15.3	14.7	3.9	10.8	10.8	....	.6

[p] Preliminary.

[1] Derived from the national income and product accounts.

[2] Includes government-operated activities selling products and services to the public, such as the postal service, local water departments, and publicly owned power stations.

NOTE: Total government personnel, not shown separately, is the sum of general government personnel and employment in government enterprises.

SOURCE: Based on data from the Department of Commerce, Bureau of Economic Analysis.

Table G–6. Consumer and Wholesale Price Indexes and Annual Changes, 1947–73

[1967 = 100]

Year	Consumer prices						Wholesale prices					
	All items		Commodities		Services		All commodities		Farm products, processed foods and feeds		Industrial commodities	
	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change
1947	66.9	14.4	75.0	20.2	51.1	4.1	76.5	22.8	94.3	(1)	70.8	22.1
1948	72.1	7.8	80.4	7.2	54.3	6.3	82.8	8.2	101.5	7.6	76.9	8.6
1949	71.4	−1.0	78.3	−2.6	56.9	4.8	78.7	−5.0	89.6	−11.7	75.3	−2.1
1950	72.1	1.0	78.8	.6	58.7	3.2	81.8	3.9	93.9	4.8	78.0	3.6
1951	77.8	7.9	85.9	9.0	61.8	5.3	91.1	11.4	106.9	13.8	86.1	10.4
1952	79.5	2.2	87.0	1.3	64.5	4.4	88.6	−2.7	102.7	−3.9	84.1	−2.3
1953	80.1	.8	86.7	−.3	67.3	4.3	87.4	−1.4	96.0	−6.5	84.8	.8
1954	80.5	.5	85.9	−.9	69.5	3.3	87.6	.2	−95.7	−.3	85.0	.2
1955	80.2	−.4	85.1	−.9	70.9	2.0	87.8	.2	91.2	−4.7	86.9	2.2
1956	81.4	1.5	85.9	.9	72.7	2.5	90.7	3.3	90.6	−.7	90.8	4.5
1957	84.3	3.6	88.6	3.1	75.6	4.0	93.3	2.9	93.7	3.4	93.3	2.8
1958	86.6	2.7	90.6	2.3	78.5	3.8	94.6	1.4	98.1	4.7	93.6	.3
1959	87.3	.8	90.7	.1	80.8	2.9	94.8	.2	93.5	−4.7	95.3	1.8
1960	88.7	1.6	91.5	.9	83.5	3.3	94.9	.1	93.7	.2	95.3	.0
1961	89.6	1.0	92.0	.5	85.2	2.0	94.5	−.4	93.7	0	94.8	−.5
1962	90.6	1.1	92.8	.9	86.8	1.9	94.8	.3	94.7	1.1	94.8	0
1963	91.7	1.2	93.6	.9	88.5	2.0	94.5	−.3	93.8	−1.0	94.7	−.1
1964	92.9	1.3	94.6	1.1	90.2	1.9	94.7	.2	93.2	−.6	95.2	.5
1965	94.5	1.7	95.7	1.2	92.2	2.2	96.6	2.0	97.1	4.2	96.4	1.3
1966	97.2	2.9	98.2	2.6	95.8	3.9	99.8	3.3	103.5	6.6	98.5	2.2
1967	100.0	2.9	100.0	1.8	100.0	4.4	100.0	.2	100.0	−3.4	100.0	1.5
1968	104.2	4.2	103.7	3.7	105.2	5.2	102.5	2.5	102.4	2.4	102.5	2.5
1969	109.8	5.4	108.4	4.5	112.5	6.9	106.5	3.9	108.0	5.5	106.0	3.4
1970	116.3	5.9	113.5	4.7	121.6	8.1	110.4	3.7	111.7	3.4	110.0	3.8
1971	121.3	4.3	117.4	3.4	128.4	5.6	113.9	3.2	113.8	1.9	114.0	3.6
1972	125.3	3.3	120.9	3.0	133.3	3.8	119.1	4.6	122.4	7.6	117.9	3.4
1973	133.1	6.2	129.9	7.4	139.1	4.4	135.5	13.8	159.1	30.0	127.0	7.7

[1] Not available.

Table G–7. Consumer Price Index for Selected Groups, and Purchasing Power of the Consumer Dollar, 1947–73

[1967 = 100]

Year	All items	Food			Housing			Apparel and upkeep	Transportation	Health and recreation		Purchasing power of the consumer dollar
		Total	At home	Away from home	Total [1]	Rent	Home ownership			Total [1]	Medical care	
1947	66.9	70.6	73.5	(2)	65.2	61.1	(2)	78.2	55.5	(2)	48.1	$1.495
1948	72.1	76.6	79.8	(2)	69.8	65.1	(2)	83.3	61.8	(2)	51.1	1.387
1949	71.4	73.5	76.7	(2)	70.9	68.0	(2)	80.1	66.4	(2)	52.7	1.401
1950	72.1	74.5	77.6	(2)	72.8	70.4	(2)	79.0	68.2	(2)	53.7	1.387
1951	77.8	82.8	86.3	(2)	77.2	73.2	(2)	86.1	72.5	(2)	56.3	1.285
1952	79.5	84.3	87.8	(2)	78.7	76.2	(2)	85.3	77.3	71.6	59.3	1.258
1953	80.1	83.0	86.2	68.9	80.8	80.3	75.0	84.6	79.5	72.5	61.4	1.248
1954	80.5	82.8	85.8	70.1	81.7	83.2	76.3	84.5	78.3	73.3	63.4	1.242
1955	80.2	81.6	84.1	70.8	82.3	84.3	77.0	84.1	77.4	73.8	64.8	1.247
1956	81.4	82.2	84.4	72.2	83.6	85.9	78.3	85.8	78.8	75.6	67.2	1.229
1957	84.3	84.9	87.2	74.9	86.2	87.5	81.7	87.3	83.3	78.4	69.9	1.186
1958	86.6	88.5	91.0	77.2	87.7	89.1	83.5	87.5	86.0	81.0	73.2	1.155
1959	87.3	87.1	88.8	79.3	88.6	90.4	84.4	88.2	89.6	83.0	76.4	1.145
1960	88.7	88.0	89.6	81.4	90.2	91.7	86.3	89.6	89.6	85.1	79.1	1.127
1961	89.6	89.1	90.4	83.2	90.9	92.9	86.9	90.4	90.6	86.7	81.4	1.116
1962	90.6	89.9	91.0	85.4	91.7	94.0	87.9	90.9	92.5	88.4	83.5	1.104
1963	91.7	91.2	92.2	87.3	92.7	95.0	89.0	91.9	93.0	90.0	85.6	1.091
1964	92.9	92.4	93.2	88.9	93.8	95.9	90.8	92.7	94.3	91.8	87.3	1.076
1965	94.5	94.4	95.5	90.9	94.9	96.9	92.7	93.7	95.9	93.4	89.5	1.058
1966	97.2	99.1	100.3	95.1	97.2	98.2	96.3	96.1	97.2	96.1	93.4	1.029
1967	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1.000
1968	104.2	103.6	103.2	105.2	104.2	102.4	105.7	105.4	103.2	105.0	106.1	.960
1969	109.8	108.9	108.2	111.6	110.8	105.7	116.0	111.5	107.2	110.3	113.4	.911
1970	116.3	114.9	113.7	119.9	118.9	110.1	128.5	116.1	112.7	116.2	120.6	.860
1971	121.3	118.4	116.4	126.1	124.3	115.2	133.7	119.8	118.6	122.2	128.4	.824
1972	125.3	123.5	121.6	131.1	129.2	119.2	140.1	122.3	119.9	126.1	132.5	.799
1973	133.1	141.4	141.4	141.4	135.0	124.2	146.7	126.8	123.8	130.2	137.7	.752

[1] Includes other groups not shown separately.

[2] Not available.

Table G-8. Work Stoppages Resulting From Labor-Management Disputes Involving Six or More Workers for at Least 1 Full Day or Shift, 1947–73

Year	Work stoppages beginning in year				Man-days idle during year (for all stoppages in effect)			
	Number of stoppages	Average duration[1] (calendar days)	Workers involved[2] (thousands)	Percent of total economy employed	Number (thousands)	Percent of estimated total working time		Per worker involved
						Total economy	Private nonfarm	
1947	3,693	25.6	2,170	4.7	34,600	0.30	0.41	15.9
1948	3,419	21.8	1,960	4.2	34,100	.28	.37	17.4
1949	3,606	22.5	3,030	6.7	50,500	.44	.59	16.7
1950	4,843	19.2	2,410	5.1	38,800	.33	.40	16.1
1951	4,737	17.4	2,220	4.5	22,900	.18	.21	10.3
1952	5,117	19.6	3,540	7.3	59,100	.48	.57	16.7
1953	5,091	20.3	2,400	4.7	28,300	.22	.26	11.8
1954	3,468	22.5	1,530	3.1	22,600	.18	.19	14.7
1955	4,320	18.5	2,650	5.2	28,200	.22	.26	10.7
1956	3,825	18.9	1,900	3.6	33,100	.24	.29	17.4
1957	3,673	19.2	1,390	2.6	16,500	.12	.14	11.4
1958	3,694	19.7	2,060	3.9	23,900	.18	.22	11.6
1959	3,708	24.6	1,880	3.3	69,000	.50	.61	36.7
1960	3,333	23.4	1,320	2.4	19,100	.14	.17	14.5
1961	3,367	23.7	1,450	2.6	16,300	.11	.12	11.2
1962	3,614	24.6	1,230	2.2	18,600	.13	.16	15.0
1963	3,362	23.0	941	1.1	16,100	.11	.13	17.1
1964	3,655	22.9	1,640	2.7	22,900	.15	.18	14.0
1965	3,963	25.0	1,550	2.5	23,300	.15	.18	15.1
1966	4,405	22.2	1,960	3.0	25,400	.15	.18	12.9
1967	4,595	22.8	2,870	4.3	42,100	.25	.30	14.7
1968	5,045	24.5	2,649	3.8	49,018	.28	.32	18.5
1969	5,700	22.5	2,481	3.5	42,869	.24	.28	17.3
1970	5,716	25.0	3,305	4.7	66,414	.37	.44	20.1
1971	5,138	27.0	3,280	4.6	47,589	.26	.32	14.5
1972	5,010	24.0	1,714	2.3	27,066	.15	.17	15.8
1973 [p]	5,600	(3)	2,200	(3)	27,000	.14	(3)	12.3

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[p] Preliminary.

[1] Average duration figures relate to stoppages ending during the year and are simple averages, with each stoppage given equal weight regardless of its size.

[2] Workers are counted more than once if they were involved in more than one stoppage during the year.

[3] Not available.

Table G–9. Persons Below the Low-Income Level, by Family Status, 1959–72

[Family status as of March of following year]

Color and year	All persons	Persons in families						Unrelated individuals 14 years and over
		Total	Family head			Related children under 18 years	Other family members	
			Total	Nonfarm	Farm			
	Number below the low-income level (thousands)							
TOTAL								
1959	39,490	34,562	8,320	6,624	1,696	17,208	9,034	4,928
1960	39,851	34,925	8,243	6,649	1,594	17,288	9,394	4,926
1961	39,628	34,509	8,391	7,044	1,347	16,577	9,541	5,119
1962	38,625	33,623	8,077	7,004	1,073	16,630	8,916	5,002
1963	36,436	31,498	7,554	6,467	1,087	15,691	8,253	4,938
1964	36,055	30,912	7,160	6,058	1,102	15,736	8,016	5,143
1965	33,185	28,358	6,721	5,841	880	14,388	7,249	4,827
1966 [1]	28,510	23,809	5,784	5,211	573	12,146	5,879	4,701
1967	27,769	22,771	5,667	5,093	574	11,427	5,677	4,998
1968	25,389	20,695	5,047	4,553	494	10,739	4,909	4,694
1969	24,289	19,438	4,950	4,522	428	9,821	4,667	4,851
1969 [2]	24,147	19,175	5,008	4,582	426	9,501	4,667	4,972
1970	25,420	20,330	5,260	4,822	438	10,235	4,835	5,090
1971	25,559	20,405	5,303	4,851	452	10,344	4,757	5,154
1972	24,460	19,577	5,075	4,753	323	10,082	4,420	4,883
WHITE								
1959	28,484	24,443	6,185	4,915	1,270	11,386	6,872	4,041
1960	28,309	24,262	6,115	4,919	1,196	11,229	6,918	4,047
1961	27,890	23,747	6,205	5,162	1 043	10,614	6,928	4,143
1962	26,672	22,613	5,887	5,090	797	10,382	6,344	4,059
1963	25,238	21,149	5,466	4,610	856	9,749	5,934	4,089
1964	24,957	20,716	5,258	4,380	878	9,573	5,885	4,241
1965	22,496	18,508	4,824	4,163	661	8,595	5,089	3,988
1966 [1]	19,290	15,430	4,106	3,685	421	7,204	4,120	3,860
1967	18,983	14,851	4,056	3,610	446	6,729	4,066	4,132
1968	17,395	13,546	3,616	3,225	391	6,373	3,557	3,849
1969	16,671	12,709	3,555	3,206	349	5,777	3,377	3,962
1969 [2]	16,659	12,623	3,575	3,229	346	5,667	3,381	4,036
1970	17,484	13,323	3,708	3,351	357	6,138	3,477	4,161
1971	17,780	13,566	3,751	3,382	369	6,341	3,474	4,214
1972	16,203	12,268	3,441	3,171	270	5,784	3,043	3,935
NEGRO AND OTHER RACES								
1959	11,006	10,119	2,135	1,709	426	5,822	2,162	887
1960	11,542	10,663	2,128	1,730	398	6,059	2,476	879
1961	11,738	10,762	2,186	1,882	304	5,963	2,613	976
1962	11,953	11,010	2,190	1,914	276	6,248	2,572	943
1963	11,198	10,349	2,088	1,857	231	5,942	2,319	849
1964	11,098	10,196	1,902	1,678	224	6,163	2,131	902
1965	10,689	9,850	1,897	1,678	219	5,793	2,160	839
1966 [1]	9,220	8,379	1,678	1,526	152	4,942	1,759	841
1967	8,786	7,920	1,611	1,483	128	4,698	1,611	866
1968	7,994	7,149	1,431	1,328	103	4,366	1,352	845
1969	7,618	6,729	1,395	1,316	79	4,044	1,290	889
1969 [2]	7,488	6,552	1,433	1,353	79	3,834	1,286	936
1970	7,936	7,007	1,552	1,471	81	4,097	1,358	929
1971	7,780	6,839	1,552	1,469	83	4,003	1,283	941
1972	8,257	7,309	1,634	1,582	53	4,298	1,377	948

Footnotes at end of table.

Table G–9. Persons Below the Low-Income Level, by Family Status, 1959–72—Continued

Color and year	All persons	Persons in families						Unrelated individuals 14 years and over
		Total	Family head			Related children under 18 years	Other family members	
			Total	Nonfarm	Farm			
	Percent below the low-income level							
TOTAL								
1959	22.4	20.8	18.5	16.1	44.6	26.9	15.9	46.1
1960	22.2	20.7	18.1	15.8	45.7	26.5	16.2	45.2
1961	21.9	20.3	18.1	16.4	38.6	25.2	16.5	45.9
1962	21.0	19.4	17.2	16.0	33.5	24.7	15.1	45.4
1963	19.5	17.9	15.9	14.6	35.1	22.8	13.8	44.2
1964	19.0	17.4	15.0	13.5	35.6	22.7	13.3	42.7
1965	17.3	15.8	13.9	12.9	29.8	20.7	11.8	39.8
1966[1]	14.7	13.1	11.8	11.3	20.6	17.4	9.5	38.3
1967	14.2	12.5	11.4	10.8	21.4	16.3	9.1	38.1
1968	12.8	11.3	10.0	9.5	18.8	15.3	7.8	34.0
1969	12.2	10.5	9.7	9.3	17.4	14.1	7.3	33.6
1969[2]	12.1	10.4	13.8	9.3	17.4	13.8	7.2	34.0
1970	12.6	10.9	10.1	9.7	18.6	14.9	7.4	32.9
1971	12.5	10.8	10.0	9.6	17.4	15.1	7.2	31.6
1972	11.9	10.3	9.3	9.2	12.8	14.9	6.6	29.0
WHITE								
1959	18.1	16.5	15.2	13.1	38.0	20.6	13.3	44.1
1960	17.8	16.2	14.9	12.9	39.0	20.0	13.3	43.0
1961	17.4	15.8	14.8	13.3	33.3	18.7	13.3	43.2
1962	16.4	14.7	13.9	12.9	27.5	17.9	12.0	42.7
1963	15.3	13.6	12.8	11.6	30.5	16.5	11.0	42.0
1964	14.9	13.2	12.2	10.9	31.2	16.1	10.8	40.7
1965	13.3	11.7	11.1	10.2	24.6	14.4	9.2	38.1
1966[1]	11.3	9.7	9.3	8.9	16.5	12.1	7.4	36.1
1967	11.0	9.2	9.0	8.5	18.1	11.3	7.2	36.5
1968	10.0	8.4	8.0	7.5	15.9	10.7	6.3	32.2
1969	9.5	7.8	7.7	7.3	15.1	9.8	5.8	31.8
1969[2]	9.5	7.8	7.7	7.3	15.1	9.7	5.8	32.1
1970	9.9	8.1	8.0	7.5	16.2	10.5	5.9	30.8
1971	9.9	8.2	7.9	7.5	15.2	10.9	5.8	29.6
1972	9.0	7.4	7.1	6.9	11.3	10.1	5.1	27.1
NEGRO AND OTHER RACES								
1959	56.2	56.0	50.4	45.3	91.8	66.7	42.5	57.4
1960	55.9	55.7	49.0	44.2	93.4	66.6	43.3	59.3
1961	56.1	55.6	49.0	45.9	85.4	65.7	44.8	62.7
1962	55.8	55.3	48.0	45.0	90.2	66.4	43.2	62.1
1963	51.0	50.5	43.7	41.4	81.3	60.9	38.9	58.3
1964	49.6	49.1	40.0	37.5	79.2	61.5	35.7	55.0
1965	47.1	46.8	39.7	37.2	82.0	57.3	35.3	50.7
1966[1]	39.8	38.9	33.9	32.2	68.2	48.2	27.7	53.1
1967	37.2	36.3	32.1	30.9	58.4	44.9	25.3	48.2
1968	33.5	32.4	28.2	27.1	58.9	41.6	20.9	45.7
1969	31.1	29.9	26.7	26.0	51.6	39.0	19.4	44.9
1969[2]	31.0	29.6	26.9	26.2	51.5	37.7	19.4	45.5
1970	32.0	30.7	28.1	27.4	55.5	39.6	19.5	46.7
1971	30.9	29.7	27.4	26.8	50.3	38.7	18.2	44.9
1972	31.9	31.0	27.7	27.4	41.1	41.3	19.0	40.9

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[1] Beginning 1966, data are based on revised methodology for processing income data.

[2] Beginning 1969, data are based on 1970 census population controls and therefore are not strictly comparable with data for earlier years.

SOURCE: Department of Commerce, Bureau of the Census, Current Population Reports, Series P–60, Nos. 68, 76, 86, and 88.

Table G–10. Minority Employment in Firms with 100 or More Employees, by Sex and Occupation Group, 1966, 1971–73[1]

Year, minority group, and sex	Total employed	White-collar workers						Blue-collar workers				Service workers
		Total	Professional	Technical	Managers and officials	Sales workers	Clerical workers	Total	Craft workers	Operatives	Laborers	
1966												
BOTH SEXES												
Number (thousands)	25,570.6	10,996.2	1,692.2	1,141.3	2,083.4	1,802.3	4,277.0	12,613.2	3,629.7	6,506.4	2,477.0	1,961.2
Percent who were:												
Negroes	8.2	2.6	1.3	4.1	.9	2.4	3.5	10.8	3.6	10.8	21.2	23.1
Spanish speaking	2.5	1.2	.8	1.4	.6	1.4	1.6	3.4	2.0	3.1	6.1	4.0
Orientals	.5	.7	1.3	.9	.3	.4	.6	.3	.3	.3	.5	.8
American Indians	.2	.1	.1	.2	.1	.2	.1	.3	.2	.2	.4	.3
MALE												
Number (thousands)	17,514.6	6,411.8	1,455.6	786.2	1,886.7	1,103.0	1,180.3	9,990.4	3,399.2	4,706.7	1,884.6	1,112.4
Percent who were:												
Negroes	8.3	1.6	.8	2.2	.7	1.6	3.3	10.9	3.4	11.5	23.0	23.3
Spanish speaking	2.5	1.1	.7	1.3	.6	1.1	1.9	3.2	1.8	3.0	6.2	4.9
Orientals	.5	.6	1.2	.8	.3	.4	.6	.3	.3	.2	.5	.9
American Indians	.2	.1	.1	.2	.1	.2	.1	.3	.2	.2	.4	.2
FEMALE												
Number (thousands)	8,056.0	4,584.4	236.6	355.1	196.7	699.3	3,096.7	2,622.8	230.6	1,799.7	592.5	848.8
Percent who were:												
Negroes	7.9	4.0	4.2	8.3	2.2	3.6	3.6	10.1	6.8	8.9	15.2	22.7
Spanish speaking	2.5	1.5	.9	1.4	.8	1.9	1.5	4.0	4.2	3.3	5.8	2.9
Orientals	.6	.7	1.8	1.1	.4	.4	.6	.4	.5	.3	.5	.7
American Indians	.2	.2	.2	.2	.2	.3	.1	.3	.4	.2	.3	.3
1971												
BOTH SEXES												
Number (thousands)	30,219.3	15,105.6	2,489.9	1,400.6	2,813.1	2,939.1	5,462.9	12,959.1	3,878.3	6,581.2	2,499.7	2,154.6
Percent who were:												
Negroes	9.5	4.6	2.6	6.1	2.0	3.9	6.8	12.7	5.4	13.8	21.1	24.7
Spanish speaking	3.3	2.0	1.2	2.1	1.1	2.1	2.6	4.9	3.0	4.7	8.6	5.8
Orientals	.6	.8	2.1	1.[illegible]	.3	.4	.7	.3	.3	.3	.4	.8
American Indians	.3	.2	.1	.2	.2	.3	.2	.4	.3	.4	.5	.4
MALE												
Number (thousands)	19,896.1	8,587.0	1,841.9	1,032.8	2,507.4	1,771.4	1,433.5	10,174.9	3,639.6	4,735.1	1,800.2	1,134.2
Percent who were:												
Negroes	8.9	2.9	1.8	3.5	1.7	3.2	5.5	12.3	5.1	14.0	22.5	23.9
Spanish speaking	3.5	1.6	1.2	2.0	1.1	1.9	2.7	4.7	2.8	4.6	8.9	7.1
Orientals	.5	.8	1.9	1.0	.3	.4	.7	.2	.2	.2	.3	.9
American Indians	.3	.2	.1	.2	.2	.2	.2	.4	.3	.3	.5	.4
FEMALE												
Number (thousands)	10,323.3	6,518.6	648.0	367.8	305.7	1,167.7	4,029.4	2,784.3	238.7	1,846.1	699.5	1,020.4
Percent who were:												
Negroes	10.6	6.8	5.0	13.4	4.5	4.9	7.2	14.0	10.5	13.2	17.4	25.6
Spanish speaking	3.5	2.4	1.4	2.5	1.8	2.4	2.6	5.7	5.2	4.9	7.9	4.4
Orientals	.7	.9	2.5	1.4	.5	.4	.7	.5	.6	.4	.4	.6
American Indians	.3	.2	.2	.3	.3	.4	.2	.4	.6	.4	.4	.4
1972												
BOTH SEXES												
Number (thousands)	29,796.4	14,339.3	2,540.2	1,716.8	2,780.7	2,461.3	4,891.4	13,195.3	3,920.0	6,634.4	2,641.0	2,201.8
Percent who were:												
Negroes	10.2	5.2	3.0	5.5	2.4	4.7	8.0	13.3	6.1	14.6	20.8	25.1
Spanish speaking	3.8	2.1	1.3	1.9	1.2	2.3	3.0	5.3	3.4	5.0	9.0	6.2
Orientals	.7	1.0	2.2	1.0	.4	.5	.9	.3	.3	.3	.4	.9
American Indians	.3	.2	.2	.2	.2	.3	.2	.4	.4	.4	.6	.4
MALE												
Number (thousands)	19,244.0	7,958.0	1,836.4	1,221.4	2,458.6	1,373.9	1,067.7	10,189.3	3,642.6	4,670.4	1,876.3	1,096.6
Percent who were:												
Negroes	9.6	3.3	2.0	3.2	2.0	3.9	7.6	12.9	5.7	14.8	22.2	24.9
Spanish speaking	3.9	1.8	1.2	1.8	1.2	2.2	3.7	5.1	3.2	4.9	9.2	7.9
Orientals	.6	.9	2.1	.9	.3	.5	1.1	.3	.3	.2	.3	1.1
American Indians	.3	.2	.2	.2	.2	.2	.2	.4	.3	.4	.6	.4
FEMALE												
Number (thousands)	10,552.5	6,441.3	703.8	495.4	331.1	1,087.4	3,823.6	3,006.0	277.4	1,964.0	764.7	1,105.2
Percent who were:												
Negroes	11.4	7.5	5.4	11.3	5.1	5.7	8.1	14.7	11.1	14.1	17.5	25.3
Spanish speaking	3.7	2.4	1.5	2.1	1.6	2.4	2.8	6.1	5.9	5.2	8.7	4.6
Orientals	.8	1.0	2.7	1.2	.6	.5	.9	.5	.7	.5	.5	.7
American Indians	.3	.2	.2	.2	.3	.4	.2	.5	.6	.5	.5	.4

Footnote at end of table.

Table G–10. Minority Employment in Firms with 100 or More Employees, by Sex and Occupation Group, 1966, 1971–73 [1]—Continued

Year, minority group, and sex	Total employed	White-collar workers						Blue-collar workers				Service workers
		Total	Professional	Technical	Managers and officials	Sales workers	Clerical workers	Total	Craft workers	Operatives	Laborers	
1973												
BOTH SEXES												
Number (thousands)	31,838.9	15,060.5	2,702.5	1,439.5	3,065.6	2,745.2	5,107.7	14,287.4	4,172.8	7,220.5	2,894.1	2,490.9
Percent who were:												
Negroes	10.8	5.6	3.2	7.5	2.7	5.1	8.5	13.9	6.5	15.4	20.7	24.7
Spanish speaking	4.1	2.3	1.4	2.6	1.4	2.5	3.1	5.7	3.6	5.4	9.5	6.2
Orientals	.8	1.1	2.4	1.3	.4	.6	1.0	.4	.3	.4	.5	1.0
American Indians	.4	.3	.2	.3	.3	.3	.3	.5	.4	.4	.6	.4
MALE												
Number (thousands)	20,204.7	8,114.2	1,923.7	982.5	2,673.9	1,469.2	1,064.9	10,883.3	3,860.2	5,002.3	2,020.8	1,207.3
Percent who were:												
Negroes	10.1	3.7	2.2	4.5	2.3	4.3	8.1	13.3	6.1	15.3	21.9	24.8
Spanish speaking	4.2	2.0	1.3	2.6	1.3	2.4	3.9	5.4	3.4	5.2	9.7	7.9
Orientals	.7	1.1	2.2	1.3	.4	.6	1.2	.3	.3	.3	.4	1.2
American Indians	.4	.2	.2	.3	.3	.3	.2	.4	.4	.4	.7	.4
FEMALE												
Number (thousands)	11,634.1	6,946.4	778.9	457.0	391.7	1,276.0	4,042.8	3,404.1	312.6	2,218.2	873.3	1,283.6
Percent who were:												
Negroes	12.1	7.9	5.7	14.0	5.2	6.0	8.6	15.9	11.9	15.6	17.9	24.6
Spanish speaking	4.0	2.6	1.5	2.8	1.7	2.6	2.9	6.6	5.5	5.7	9.2	4.6
Orientals	.9	1.1	2.9	1.5	.6	.6	.9	.6	.8	.6	.6	.8
American Indians	.4	.3	.2	.3	.3	.3	.3	.5	.5	.5	.6	.4

[1] Data for 1969–70 were published in the *1973 Manpower Report*.

SOURCE: Based on the annual Employer Information Report EEO-1 of the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance filed by private employers of 100 or more employees. Because of statutory and administrative provisions, only limited data have been obtained from employers in agriculture, construction, and sectors of other industries.

Table G–11. Employment of Negroes and Spanish-Speaking Americans in Firms With 100 or More Employees, by Region and Occupation Group, 1966, 1971–73[1]

Year and region	Number employed (thousands)		Minority group as percent of total	Percent of total employment in job category										
				White-collar workers						Blue-collar workers				Service workers
	Total	Minority group		Total	Professional	Technical	Managers and officials	Sales workers	Clerical workers	Total	Craft workers	Operatives	Laborers	
1966				Negroes										
New England	1,785.9	58.6	3.3	1.3	0.7	2.0	0.4	0.9	1.9	4.1	1.8	4.6	6.7	9.0
Middle Atlantic	5,322.3	397.3	7.5	3.6	1.8	5.1	1.1	2.8	5.3	9.3	4.1	9.5	16.8	21.5
East North Central	6,337.7	539.6	8.5	2.7	1.2	3.8	.9	2.6	4.1	11.0	3.6	12.5	16.3	22.2
West North Central	1,772.7	78.6	4.4	1.4	.9	2.8	.4	1.3	1.6	5.2	2.0	5.6	9.0	15.7
South Atlantic	3,549.8	509.9	14.4	3.1	2.0	5.6	1.3	3.7	3.6	18.4	5.5	15.0	44.1	39.5
East South Central	1,368.0	167.8	12.3	2.2	1.6	6.1	1.2	2.5	1.8	14.6	4.6	12.4	32.9	38.9
West South Central	1,762.2	182.7	10.4	1.7	1.1	4.3	.7	1.7	1.7	14.5	3.7	13.8	33.1	33.1
Mountain	695.2	15.5	2.2	.8	.4	1.2	.2	.7	1.2	2.0	.7	1.9	4.2	8.8
Pacific	2,976.7	139.9	4.7	2.1	1.0	3.2	.6	2.0	3.0	6.1	2.8	7.1	10.0	14.0
				Spanish-speaking Americans										
New England	1,785.9	16.3	0.9	0.2	0.2	0.3	0.2	0.2	0.3	1.4	0.6	1.4	3.1	1.4
Middle Atlantic	5,322.3	127.2	2.4	1.3	.8	1.2	.5	.9	2.0	3.1	1.4	3.1	5.9	5.1
East North Central	6,337.7	78.9	1.2	.4	.4	.5	.2	.3	.5	1.9	.8	1.8	3.4	1.4
West North Central	1,772.7	11.2	.6	.3	.3	.3	.2	.3	.3	.9	.5	.8	1.9	.8
South Atlantic	3,549.8	28.3	.8	.7	.8	.8	.3	1.0	.8	.7	.6	.6	1.1	1.9
East South Central	1,368.0	1.2	.1	.1	.2	.4	.1	.1	.1	.1	0	0	.1	.2
West South Central	1,762.2	109.3	6.2	3.0	1.4	3.5	1.8	5.5	3.1	8.4	4.6	8.8	13.5	10.4
Mountain	695.2	58.2	8.4	3.5	1.3	3.4	2.1	5.3	4.5	13.1	7.6	13.0	23.1	11.0
Pacific	2,976.7	213.1	7.2	3.0	1.4	3.2	1.6	3.3	4.2	12.2	6.4	12.7	21.1	8.0
1971				Negroes										
New England	1,824.7	75.5	4.1	2.5	1.4	3.2	1.1	1.9	4.0	5.0	2.8	5.7	6.8	10.8
Middle Atlantic	5,743.0	550.4	9.6	6.8	3.5	8.2	2.5	4.6	11.0	10.6	5.7	11.4	16.6	25.6
East North Central	6,721.3	673.0	10.0	5.0	2.4	6.5	2.2	4.4	8.0	12.5	5.1	14.7	16.8	24.2
West North Central	1,941.5	106.9	5.5	3.0	3.0	4.5	1.1	2.4	3.8	6.2	2.8	7.2	8.7	16.3
South Atlantic	4,108.6	729.9	17.8	6.7	3.9	9.8	2.8	7.1	9.3	23.2	9.4	22.7	43.7	45.2
East South Central	1,525.7	224.5	14.7	4.6	3.0	9.2	1.9	4.9	5.6	18.2	7.6	17.9	34.6	41.1
West South Central	2,066.5	264.9	12.8	4.4	1.9	7.1	1.7	5.3	5.9	17.5	7.2	19.1	31.3	39.1
Mountain	868.8	23.1	2.7	1.4	.9	2.0	.7	1.2	2.2	2.5	1.2	2.8	3.9	9.7
Pacific	3,226.9	187.0	5.8	3.8	1.8	5.1	1.6	3.5	5.8	7.0	4.0	8.4	9.4	15.6
				Spanish-speaking Americans										
New England	1,824.7	33.6	1.8	0.6	0.5	0.6	0.4	0.6	0.7	3.3	1.3	3.8	5.2	2.7
Middle Atlantic	5,743.0	209.6	3.6	2.2	1.4	2.2	1.0	1.7	3.5	4.	2.4	4.7	9.4	7.8
East North Central	6,721.3	130.5	1.9	.7	.6	.9	.4	.6	.9	3.0	1.4	2.9	5.3	2.5
West North Central	1,941.5	17.0	.9	.5	.5	.5	.3	.5	.6	1.3	.8	1.2	2.2	1.1
South Atlantic	4,108.6	60.3	1.5	1.3	1.2	1.5	.7	1.6	1.6	1.3	1.0	1.0	2.4	3.4
East South Central	1,525.7	2.0	.1	.2	.3	.2	.1	.2	.2	.1	.1	1	.1	.3
West South Central	2,066.5	168.9	8.2	4.4	2.2	5.1	2.3	7.2	5.1	11.2	6.5	12.5	16.6	13.0
Mountain	868.8	87.8	10.1	4.8	1.8	5.8	3.3	6.5	6.4	15.8	9.7	16.5	25.0	14.7
Pacific	3,226.9	309.6	9.6	4.5	2.1	5.4	2.7	4.5	6.6	16.9	9.6	17.9	27.7	12.7
1972				Negroes										
New England	1,900.6	80.7	4.2	2.7	1.6	3.3	1.4	2.1	4.2	4.9	2.8	5.7	6.3	10.7
Middle Atlantic	6,010.4	587.8	9.8	7.0	3.7	8.8	2.9	5.0	11.3	10.6	5.8	11.4	16.2	24.8
East North Central	7,260.3	675.6	9.3	4.6	2.6	2.9	2.4	4.5	8.1	12.2	5.2	14.3	15.9	22.7
West North Central	2,059.0	116.5	5.7	3.3	3.3	4.9	1.4	2.7	4.1	6.3	3.1	7.1	8.7	15.6
South Atlantic	4,402.1	815.5	18.5	7.4	4.6	10.4	3.3	7.7	10.4	24.2	10.6	24.3	43.0	43.1
East South Central	1,646.3	256.2	15.6	5.3	3.7	10.0	2.4	5.6	6.6	19.1	8.4	18.5	36.3	37.6
West South Central	2,250.9	297.9	13.2	5.0	2.5	8.2	2.2	5.6	6.7	18.0	8.0	19.5	31.0	36.2
Mountain	914.3	26.4	2.9	1.7	1.1	2.2	.8	1.5	2.5	2.6	1.5	3.0	3.7	9.8
Pacific	3,352.5	193.6	5.8	4.0	2.0	5.4	1.8	3.5	6.0	6.8	4.1	8.2	8.4	14.4
				Spanish-speaking Americans										
New England	1,900.6	38.7	2.0	.7	.6	.7	.5	.7	.9	3.5	1.4	4.0	5.8	3.1
Middle Atlantic	6,010.4	236.0	3.9	2.3	1.4	2.4	1.1	1.7	3.6	5.4	2.7	5.4	9.9	7.8
East North Central	7,260.3	134.9	1.9	.7	.6	.4	.4	.7	1.0	3.0	1.5	2.8	5.4	2.5
West North Central	2,059.0	20.7	1.0	.6	.5	.6	.4	.7	.7	1.4	.9	1.2	2.4	1.4
South Atlantic	4,402.1	70.7	1.6	1.5	1.2	1.6	.8	1.7	1.8	1.4	1.2	1.1	2.5	3.7
East South Central	1,646.3	2.3	.1	.2	.3	.1	.1	.1	.1	.1	.1	.1	.2	.3
West South Central	2,250.9	195.1	8.7	4.8	2.6	5.3	2.7	7.5	5.6	11.8	7.2	12.9	16.8	13.7
Mountain	914.3	97.0	10.6	5.1	2.1	6.5	3.5	6.8	6.5	16.4	10.4	17.1	25.5	14.9
Pacific	3,352.5	346.3	10.3	4.8	2.4	5.7	3.1	4.8	6.8	18.1	10.9	18.6	29.5	13.5

Footnote at end of table.

Table G–11. Employment of Negroes and Spanish-Speaking Americans in Firms With 100 or More Employees, by Region and Occupation Group, 1966, 1971–73 [1]—Continued

Year and region	Number employed (thousands)		Minority group as percent of total	Percent of total employment in job category										
				White-collar workers						Blue-collar workers				Service workers
	Total	Minority group		Total	Professional	Technical	Managers and officials	Sales workers	Clerical workers	Total	Craft workers	Operatives	Laborers	
1973		Negroes												
New England	2,042.7	91.0	4.5	2.9	1.8	3.7	1.4	2.3	4.5	5.3	2.9	6.3	6.4	10.0
Middle Atlantic	6,327.0	639.3	10.1	7.2	4.0	8.7	3.1	5.2	11.5	11.1	6.0	12.0	16.9	25.2
East North Central	7,412.1	763.5	10.3	5.5	2.8	7.1	2.8	4.9	8.5	12.8	5.7	15.0	16.4	22.5
West North Central	2,177.3	125.3	5.8	3.4	3.4	5.0	1.7	2.7	4.4	6.4	3.4	7.3	8.4	14.8
South Atlantic	4,803.7	917.1	19.1	8.0	4.9	10.9	3.8	8.5	11.1	24.9	11.2	25.8	41.4	41.7
East South Central	1,849.1	310.0	16.8	6.2	4.2	10.7	3.1	6.5	8.0	20.5	9.7	20.4	35.2	37.8
West South Central	2,498.5	350.6	14.0	5.8	3.1	9.1	2.5	6.2	8.0	18.8	8.7	20.7	30.7	35.7
Mountain	1,031.3	32.5	3.2	1.9	1.2	2.4	1.0	1.8	2.7	3.0	2.0	3.1	4.6	9.6
Pacific	3,697.2	219.1	5.9	4.2	2.2	5.6	2.0	3.9	6.2	7.0	4.3	8.4	8.4	12.7
		Spanish-speaking Americans												
New England	2,042.7	44.5	2.2	0.8	0.6	0.9	0.6	1.0	1.0	3.7	1.6	4.3	5.6	2.9
Middle Atlantic	6,327.0	258.8	4.1	2.3	1.4	2.4	1.2	1.9	3.5	5.8	2.8	5.7	10.8	7.8
East North Central	7,412.1	157.1	2.1	.9	.7	1.0	.6	.9	1.1	3.2	1.6	3.1	5.6	2.4
West North Central	2,177.3	22.1	1.0	.6	.5	.7	.4	.5	.7	1.5	1.1	1.3	2.3	1.1
South Atlantic	4,803.7	88.9	1.9	1.6	1.3	1.8	.9	1.8	1.9	1.8	1.3	1.5	3.3	3.5
East South Central	1,849.1	4.3	.2	.2	.4	.2	.3	.2	.2	.1	.1	.1	.2	1.2
West South Central	2,498.5	224.9	9.0	5.2	2.6	5.9	3.1	7.6	6.2	12.2	7.6	12.9	17.8	13.8
Mountain	1,031.3	113.6	11.0	5.5	2.4	6.9	3.9	7.4	6.9	17.0	10.3	18.1	25.8	14.5
Pacific	3,697.2	398.1	10.8	5.0	2.5	6.0	3.4	5.0	7.2	18.8	11.4	19.4	28.7	13.0

[1] Data for 1959–70 were published in the *1973 Manpower Report*.

SOURCE: See source, table G–10.

Table G–12. Employment of Negroes and Spanish-Speaking Americans in Firms With 100 or More Employees, by Selected Industry Division and Occupation Group, 1966, 1971–73 [1]

Year and industry division	Number employed (thousands)		Minority group as percent of total	Percent of total employment in job category										
				White-collar workers						Blue-collar workers				Service workers
	Total	Minority group		Total	Professional	Technical	Managers and officials	Sales workers	Clerical workers	Total	Craft workers	Operatives	Laborers	
1966				Negroes										
Manufacturing	13,660.5	1,066.8	7.8	1.2	0.6	1.6	0.6	1.1	2.0	10.3	3.7	10.5	18.5	21.8
Transportation and public utilities	2,951.2	192.1	6.5	2.6	.4	.9	.5	1.8	3.9	8.4	2.1	7.7	27.6	29.5
Wholesale and retail trade	3,637.5	289.6	8.0	3.2	1.3	2.2	1.3	2.8	5.4	14.6	5.1	14.2	22.9	15.4
Finance, insurance, real estate	1,510.1	55.8	3.7	2.7	.5	1.6	.9	2.7	3.5	13.1	4.9	11.0	31.8	27.1
Services	2,853.4	394.6	13.8	4.9	2.8	8.2	2.4	3.1	5.5	21.9	6.8	26.8	28.6	30.7
				Spanish-speaking Americans										
Manufacturing	13,660.5	323.9	2.4	0.7	0.5	1.0	0.4	0.6	1.0	3.1	1.9	3.0	5.1	2.3
Transportation and public utilities	2,951.2	59.6	2.0	1.1	.7	1.0	.4	1.0	1.4	2.8	1.6	2.3	7.1	3.3
Wholesale and retail trade	3,637.5	97.4	2.7	1.7	.9	1.2	1.0	1.8	2.1	4.8	3.1	4.1	7.0	3.6
Finance, insurance, real estate	1,510.1	28.6	1.9	1.8	.5	1.0	.7	1.3	2.4	3.8	1.9	3.8	7.1	2.9
Services	2,853.4	86.2	3.0	1.5	1.1	1.8	.8	1.2	2.0	5.8	2.9	6.4	7.4	5.2
1971				Negroes										
Manufacturing	13,685.2	1,354.8	9.9	2.8	1.4	3.1	1.5	2.2	4.3	13.0	5.9	14.4	19.2	22.5
Transportation and public utilities	3,221.3	283.4	8.8	6.6	1.7	3.6	1.7	3.4	10.2	10.0	4.1	11.4	25.5	24.9
Wholesale and retail trade	3,972.7	344.7	8.7	5.1	2.2	3.7	2.7	5.1	7.4	14.8	7.3	15.4	19.7	20.5
Finance, insurance, real estate	1,733.5	136.1	7.9	7.0	2.2	5.2	1.7	4.6	9.4	14.8	6.9	15.5	27.3	26.3
Services	1,136.7	195.9	17.2	5.0	2.2	4.9	3.6	3.8	8.0	26.3	7.4	26.0	44.9	30.3
				Spanish-speaking Americans										
Manufacturing	13,685.2	496.9	3.6	1.3	0.9	1.7	0.8	1.2	1.8	4.7	2.9	4.6	7.7	4.1
Transportation and public utilities	3,221.3	87.9	2.7	1.9	1.0	1.8	.8	1.5	2.5	3.5	2.3	3.1	8.6	4.5
Wholesale and retail trade	3,972.7	142.6	3.6	2.4	1.2	2.6	1.5	2.5	3.0	6.3	4.6	5.8	8.3	6.0
Finance, insurance, real estate	1,733.5	56.7	3.3	3.1	1.1	2.0	1.2	1.6	4.1	7.4	4.0	7.3	13.7	5.7
Services	1,136.7	72.8	6.4	2.6	1.4	2.6	1.8	2.0	4.0	8.6	5.1	9.1	11.6	10.9
1972				Negroes										
Manufacturing	13,911.0	1,422.3	10.2	2.9	1.5	3.3	1.7	2.3	4.7	13.3	6.3	14.7	19.1	22.7
Transportation and public utilities	3,637.1	292.1	8.0	5.4	2.0	.8	2.1	3.6	10.4	10.1	4.6	11.4	25.2	26.3
Wholesale and retail trade	4,512.2	398.1	8.8	5.3	2.4	4.2	2.9	5.3	7.7	14.7	7.5	15.3	19.5	19.1
Finance, insurance, real estate	1,806.0	148.7	8.2	7.4	2.6	6.2	2.0	4.9	10.0	14.0	7.4	14.6	20.9	25.0
Services	1,342.8	210.1	15.6	5.1	2.3	5.2	3.9	3.9	7.8	22.6	7.3	25.6	36.7	27.5
				Spanish-speaking Americans										
Manufacturing	13,911.0	546.0	3.9	1.4	1.0	1.8	0.9	1.2	1.9	5.1	3.3	4.9	8.2	4.9
Transportation and public utilities	3,637.1	91.8	2.5	1.6	.9	.4	.9	2.0	2.6	3.6	2.4	3.1	8.7	4.9
Wholesale and retail trade	4,512.2	170.0	3.8	2.6	1.3	2.7	1.7	2.6	3.1	6.7	4.9	6.0	9.1	5.8
Finance, insurance, real estate	1,806.0	65.4	3.6	3.2	1.2	2.6	1.3	1.8	4.3	12.6	6.7	12.0	20.3	6.5
Services	1,342.8	83.9	6.2	2.6	1.4	2.6	1.8	2.1	3.7	8.2	5.1	8.5	11.4	10.9
1973				Negroes										
Manufacturing	14,882.5	1,618.0	10.9	3.3	1.7	3.7	2.1	2.8	5.3	14.0	6.8	15.6	19.3	22.3
Transportation and public utilities	3,482.8	328.7	9.4	7.3	2.4	4.1	2.5	5.9	11.3	10.4	5.1	12.2	23.4	24.6
Wholesale and retail trade	5,036.1	454.4	9.0	5.6	2.7	4.9	3.2	5.8	7.8	14.6	7.5	15.8	18.4	18.1
Finance, insurance, real estate	1,922.7	161.2	8.4	7.5	3.0	6.6	2.1	4.6	10.3	15.2	6.6	18.2	22.4	24.9
Services	1,451.4	243.1	16.8	5.8	2.5	5.8	4.3	5.2	8.6	23.7	8.1	25.7	37.1	26.7
				Spanish-speaking Americans										
Manufacturing	14,882.5	635.9	4.3	1.6	1.1	2.1	1.1	1.6	2.2	5.5	3.5	5.3	8.7	5.4
Transportation and public utilities	3,482.8	107.0	3.1	2.2	1.1	2.0	1.1	2.0	2.9	3.8	2.6	3.5	8.7	5.4
Wholesale and retail trade	5,036.1	206.1	4.1	2.7	1.5	3.2	1.9	2.9	3.3	7.3	5.2	6.2	10.3	5.9
Finance, insurance, real estate	1,922.7	64.6	3.4	3.2	1.2	2.5	1.4	1.7	4.3	5.4	3.7	5.3	8.1	5.6
Services	1,451.4	91.0	6.3	2.7	1.5	2.7	2.1	2.3	3.8	8.5	5.1	9.0	11.2	9.6

[1] Data for 1969–70 were published in the *1973 Manpower Report*.

SOURCE: See source, table G–10.

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